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A study of 1989-1990 beginning offers

CPC Salary Survey

September 1990

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The job market for this year's college graduates was a mixed bag of opportunity. The results reported in this year-end September 1990 ***Salary Survey*** show that while graduates in many technical fields were avidly recruited with starting salary offers considerably higher than last year's, those in other fields faced a tight job market, receiving offers only slightly higher—and sometimes even lower—than a year ago.

The supply/demand crunch for petroleum and chemical engineers is still with us, bringing increasingly higher starting salary offers to these graduates. Offers to petroleum engineers rose by 7.4 percent since last September to an average of $35,202 a year. Chemical engineers fared almost as well, with offers up 6.6 percent to average out at $35,112.

Starting salary offers to mechanical and electrical engineers also rose, but not as much. Those to mechanical engineers went up 5.2 percent to an average of $32,064. Offers to electrical engineers climbed almost as high, rising 3.9 percent over the year to a reported average of $31,778. Another field that's seen a value increase in starting salary offers is civil engineering; expanding activity on the environmental front has boosted the average offer to these engineers to $28,136, 4 percent above last September's figure.

In the up-and-down aerospace industry, some employers have offset cutbacks in defense contracts by diversifying their operations, allowing them to retain most of their engineers. Given this scenario, it is somewhat surprising that starting salary offers to aerospace engineers actually grew 3.7 percent in value, averaging $30,509, or $1,076 more than a year ago.

The computer industry has experienced cutbacks in hardware manufacturing, but the other side of the coin shows a growth in software activities that carried the day: the average starting salary offer to computer science graduates increased 4 percent to $29,804. Jumping even higher—by 8.3 percent—was the increase of the average offer to information sciences graduates, although the money was less, ending up at $28,631.

The need for health-care professionals continues to grow. The shortage of nursing graduates has driven their starting salary offers up 13.5 percent to an average of $28,270. Similarly, the heavy demand for allied health graduates has pushed the average offer to this group up to $27,436, a 12.4 percent increase. Although comparative figures are not yet available (the following categories are new to the survey as of September 1, 1989), the survey reports that starting salary offers to physical therapists and medical technologists averaged $29,309 and $23,950, respectively.

Areas where the job market was tighter for this year's graduates—because of cutbacks by financial employers—include economics and finance. This field brought only 1.9 percent higher starting salary offers for an average of $25,184. Human resources graduates found salary offers averaged only 1.1 percent higher than they did last year, finishing at $23,101. Moving into one of the few fields suffering a decrease in salary-offer values were journalism graduates. Compared with last year's figure, their field's average went down 3 percent, to $19,488.

At the master's-degree level, M.B.A. graduates fared well despite reports of decreased hiring. M.B.A.s with nontechnical undergraduate degrees and no previous work experience received starting salary offers averaging 6.8 percent higher than a year ago, or $36,175. The most offers to this group were made by commercial banking employers, which offered an average of $38,626. However, M.B.A. graduates with technical backgrounds received offers reflecting only a slight increase over the year of 1.7 percent, their average rising to $37,737. Consulting firms made the most offers to this group, offering an average of $36,555.

The September 1990 ***CPC Salary Survey*** contains information received during the period of September 1, 1989, to August 9, 1990. Its data are compiled from offers extended to students graduating between September 1, 1989, and August 31, 1990. Participating in the ***Salary Survey*** are 428 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $4 each. Also available to this constituency are reports on starting salary offers within each of the geographic regions that coincide with the seven regional placement associations: ECPO, MAPA, MCPA, RMCPA, SCPA, SWPA, and WCPA. The September 1990 regional reports are $25 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 428 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by nonprofit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	5,438	**$26,391**	$25,223	4.6%	$30,000	$27,000	$22,000
Business Administration (incl. Management Science)	1,874	**23,529**	22,450	4.8	30,000	23,400	18,000
Distribution Management	108	**25,079**	24,211	3.6	31,000	25,800	18,000
Economics & Finance (incl. Banking)	2,472	**25,184**	24,710	1.9	31,000	25,200	19,500
Hotel/Restaurant Management	209	**20,752**	19,657	5.6	23,000	20,800	18,000
Human Resources (incl. Labor Relations)	140	**23,101**	22,842	1.1	29,000	23,000	18,000
Management Information Systems	599	**27,428**	26,772	2.4	31,500	27,836	23,000
Marketing/Marketing Management (incl. Research)	1,979	**23,543**	22,479	4.7	28,000	24,000	18,000
Real Estate	29	**24,509**	23,551	4.1	30,000	25,200	18,000
COMMUNICATIONS							
Advertising	104	**20,742**	19,560	6.0	27,000	20,000	15,000
Communications	366	**21,002**	20,819	0.9	27,000	20,002	15,000
Journalism	134	**19,488**	20,085	-3.0	26,000	19,250	12,000
Telecommunications/Broadcasting	73	**20,413**	20,176	1.2	25,000	21,000	13,500
EDUCATION							
Elementary Education	598	**18,974**	18,767	1.1	23,760	19,124	13,000
Pre-Elementary Education	39	**17,507**	17,016	2.9	22,347	18,450	10,400
Physical Education	67	**19,904**	19,583	1.6	25,000	20,000	14,199
Special Education	123	**20,433**	19,815	3.1	24,000	20,250	17,200
HOME ECONOMICS							
Human Ecology	20	**19,383**	18,931	2.4	23,000	20,250	15,558
Textiles & Clothing	144	**20,662**	19,742	4.7	26,000	20,000	17,500
Merchandising Management	94	**19,496**	19,539	-0.2	23,000	19,500	15,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	76	**23,607**	21,129	11.7	31,000	22,896	17,800
Letters	262	**21,566**	20,951	2.9	30,000	21,000	15,504
Visual & Performing Arts	119	**20,588**	18,838	9.3	26,500	20,000	14,000
Humanities-Other	165	**23,213**	22,364	3.8	30,000	22,000	16,000
Criminal Justice	57	**20,745**	21,427	-3.2	28,000	20,000	14,200
History	125	**22,715**	23,348	-2.7	30,000	22,500	15,000
Political Science/Government	265	**23,677**	23,280	1.7	31,000	23,000	17,000
Psychology	299	**20,688**	19,400	6.6	28,000	20,000	14,000
Sociology	82	**20,134**	18,979	6.1	26,500	19,263	14,560
Social Sciences-Other	230	**21,627**	22,232	-2.7	30,000	20,750	14,400
ENGINEERING							
Aerospace & Aeronautical	346	**30,509**	29,433	3.7	33,394	31,000	26,252
Agricultural	59	**30,127**	26,045	15.7	34,992	30,680	24,500
Architectural	73	**28,916**	25,530	13.3	33,000	28,500	25,000
Bioengineering & Biomedical	52	**30,052**	28,581	5.1	35,000	29,853	26,252
Chemical	2,290	**35,122**	32,949	6.6	37,200	35,400	33,000
Civil	1,422	**28,136**	27,046	4.0	33,000	28,000	23,808

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
Continued . . .							
Computer	439	$31,490	$30,244	4.1%	$35,000	$32,000	$26,800
Electrical	3,529	31,778	30,594	3.9	35,000	32,200	27,000
Environmental	6	30,019	N/A	N/A	*	*	*
Industrial	995	30,525	29,660	2.9	33,600	31,002	26,004
Mechanical	3,587	32,064	30,490	5.2	35,400	32,400	28,080
Metallurgical	205	32,235	30,631	5.2	34,800	32,500	29,000
Mining	44	29,383	26,790	9.7	33,400	30,000	24,000
Nuclear	55	31,750	30,747	3.3	34,200	32,400	27,500
Petroleum	158	35,202	32,789	7.4	38,600	36,000	28,200
Textile	10	33,219	26,633	*	*	*	*
Engineering Technology	483	29,318	28,342	3.4	34,800	30,000	22,992
Industrial Technology	116	29,235	26,731	9.4	34,500	30,000	24,493
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	123	21,834	22,182	-1.6	28,000	21,000	16,800
Animal Sciences	55	19,719	19,328	2.0	25,000	19,000	16,000
Plant Sciences	32	21,176	18,354	15.4	24,504	20,502	17,000
Natural Resources	24	19,058	21,256	-10.3	23,000	17,900	15,054
Other Agricultural Sciences	56	24,411	21,605	13.0	30,000	25,000	18,000
COMPUTER SCIENCES							
Computer Science	1,382	29,804	28,659	4.0	34,000	30,000	25,000
Computer Programming	86	28,223	28,316	-0.3	32,000	29,450	23,500
Information Sciences & Systems	457	28,631	26,428	8.3	33,000	28,450	24,000
Systems Analysis	17	30,556	28,833	*	*	*	*
HEALTH SCIENCES							
Allied Health	137	27,436	24,416	12.4	32,000	28,200	21,480
Health Sciences [1]	40	20,827	21,480	-3.0	27,800	22,000	13,000
Nursing	246	28,270	24,915	13.5	33,250	28,500	22,500
Pharmacy [2]	86	36,728	36,815	-0.2	45,973	36,000	30,000
SCIENCES							
Actuarial	78	28,267	26,778	5.6	33,800	30,000	18,996
Architectural & Environmental Design	106	25,125	24,660	1.9	30,000	26,154	18,000
Biological	108	21,800	21,495	1.4	29,200	21,000	15,000
Chemistry	152	27,494	26,307	4.5	32,400	28,680	20,100
Geological	29	23,463	23,674	-0.9	30,000	22,000	17,500
Mathematics (incl. Statistics)	357	27,032	26,407	2.4	33,000	28,000	19,655
Physics	58	29,157	28,022	4.1	35,000	30,282	21,996
Other Physical and Earth Sciences	18	21,044	22,537	*	*	*	*
Polymer Science	8	32,066	N/A	N/A	*	*	*
Textile Science	30	26,979	N/A	N/A	29,000	27,000	25,000
	33,844						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported
[1] Many Health Science categories are now included in Allied Health
[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
FINANCE							
Accounting (Public)	4,114	$26,824	$25,727	4.3%	$30,800	$27,000	$23,000
Accounting (Private)	1,486	25,273	23,517	7.5	29,500	26,000	20,000
Commercial Banking (Consumer)	279	21,915	21,676	1.1	27,000	22,000	17,400
Commercial Banking (Lending)	302	24,171	22,835	5.8	28,000	24,000	19,500
Investment Banking (Corporate Finance)	124	29,065	26,750	8.7	34,788	30,000	23,000
Investment Banking (Mergers & Acquisitions)	19	26,534	29,097	*	*	*	*
Investment Banking (Real Estate)	19	25,358	22,574	*	*	*	*
Investment Banking (Sales & Trading)	36	23,226	24,266	-4.3	30,000	24,250	18,000
Financial/Treasury Analysis	774	26,692	26,367	1.2	32,000	27,000	20,400
Portfolio Management/Brokerage	90	23,430	23,772	-1.4	30,000	23,500	16,500
Insurance (Underwriting)	212	24,012	21,858	9.9	28,000	23,500	20,000
Insurance (Claims)	191	22,456	N/A	N/A	26,000	22,000	18,000
COMMUNICATIONS							
Design/Graphic Arts	39	20,370	20,902	-2.5	30,000	18,996	12,480
Media Planning	31	19,795	20,263	-2.3	25,200	18,000	15,000
Reporting	30	16,517	16,438	0.5	21,000	16,254	12,000
Production	67	25,338	22,982	10.3	34,000	26,000	15,400
Public Relations	114	20,322	20,118	1.0	25,800	19,850	14,400
Writing/Editing	112	19,972	20,239	-1.3	28,000	19,000	13,780
MARKETING							
Advertising	104	21,927	19,358	13.3	27,000	21,996	15,000
Brand/Product Management	276	25,442	23,623	7.7	33,500	25,186	18,000
Buyer/Merchandising	551	23,021	22,010	4.6	27,492	23,000	19,000
Distribution	158	26,152	N/A	N/A	33,000	26,000	18,200
Market Research	135	25,128	25,636	-2.0	31,500	25,500	16,800
Purchasing	69	24,204	N/A	N/A	28,200	25,800	18,000
Sales	2,171	24,719	23,188	6.6	31,500	24,996	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	62	21,236	19,582	8.4	26,900	20,195	16,000
Finance, Taxation, Monetary Policy	102	23,017	24,253	-5.1	27,500	22,500	19,025
Economic Programs	28	24,373	21,081	15.6	33,000	24,500	19,500
Law Enforcement	67	24,037	22,078	8.9	33,540	23,000	17,000
Military	133	22,375	22,087	1.3	27,000	21,996	16,320
National Security	15	24,459	24,771	*	*	*	*
Urban/Regional Planning	33	23,546	22,819	3.2	27,600	24,996	17,500
ENGINEERING							
Bioengineering	107	33,193	30,924	7.3	36,996	34,992	26,500
Design/Construct	2,007	30,096	28,849	4.3	34,860	30,500	24,752
Environmental/Sanitation	261	29,334	28,271	3.8	34,800	29,500	23,795
Manufacturing/Industrial	2,160	31,948	30,492	4.8	35,400	32,400	28,000
Systems/Programming	460	31,078	30,036	3.5	34,500	31,500	27,000
Power Systems	486	31,720	30,093	5.4	34,020	32,045	28,550
Software Design & Development	503	31,802	30,537	4.1	36,000	32,000	27,000
Hardware Design & Development	417	32,303	30,888	4.6	34,750	32,820	29,500
Research & Development	689	32,283	30,658	5.3	36,700	32,760	26,252
Testing	298	30,205	28,990	4.2	34,200	31,200	25,020
Process Engineering	1,669	35,045	31,902	9.9	37,200	35,412	32,100
Project Engineering	1,383	32,130	N/A	N/A	36,000	32,500	26,580
Other Engineering	2,835	31,333	30,614	2.3	35,400	32,000	26,252
HEALTH CARE							
Administrative	38	22,109	N/A	N/A	30,000	20,000	16,000
Industrial Hygiene	23	28,826	N/A	N/A	33,600	32,000	21,000
Medical Technology	40	23,950	N/A	N/A	29,004	24,090	18,000
Nursing / Personal Care	246	26,200	24,958	13.0	33,250	28,140	22,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

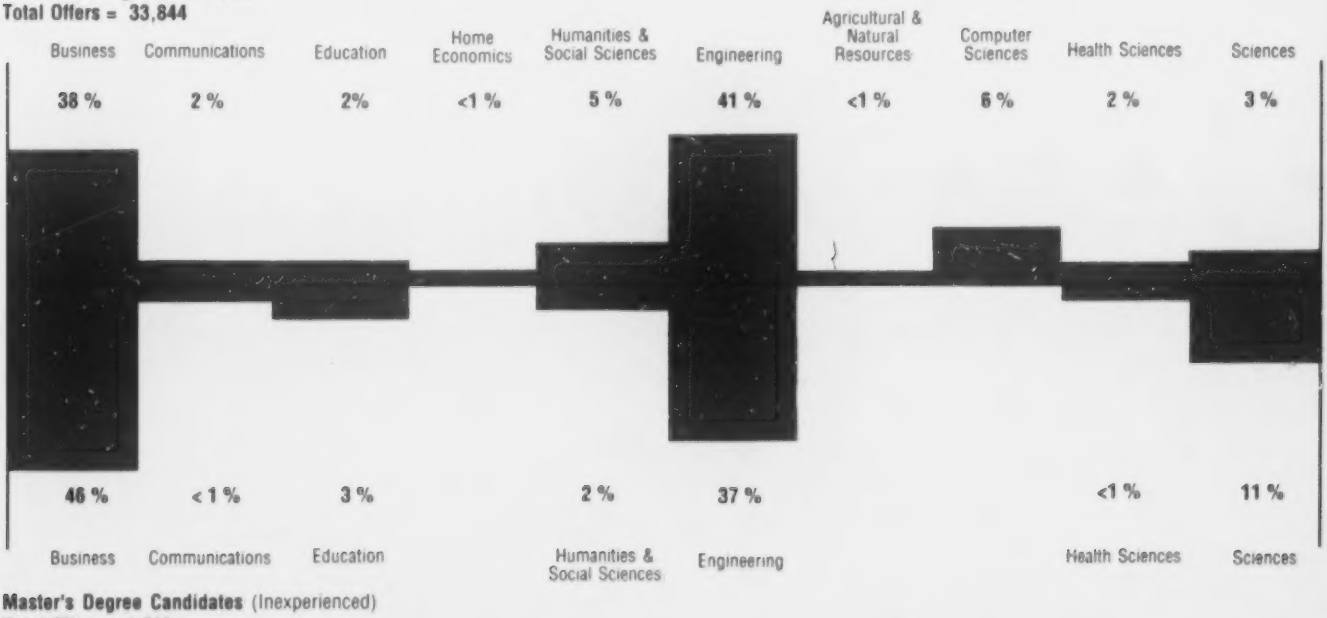
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
Continued . . .							
Occupational Therapy	28	$25,644	N/A	N/A	$30,000	$26,119	$20,150
Pharmacist	68	37,466	N/A	N/A	45,973	37,220	29,368
Physical Therapy	60	29,309	N/A	N/A	32,000	29,400	27,000
Respiratory Therapy	11	25,030	N/A	N/A	*	*	*
Other Health Related	106	21,842	N/A	N/A	30,740	20,426	14,700
SOCIAL SERVICES							
Administration	56	19,827	$21,054	-5.8%	25,000	18,900	12,700
Counseling	102	16,658	17,675	-5.8	22,000	16,000	11,440
Fundraising/Development	35	16,930	19,057	-11.2	25,000	14,500	12,000
Social Work	82	17,313	16,550	4.6	21,000	17,250	12,500
COMPUTER SCIENCE							
Computer Programming	1,232	28,589	27,559	3.7	33,000	28,800	23,500
Information Systems	608	28,262	26,766	5.6	33,500	28,200	23,000
Computer Systems Analyst	689	29,539	28,321	4.3	33,600	30,000	25,020
OTHER FUNCTIONAL AREAS							
Actuarial	123	30,222	28,437	6.3	33,800	30,900	26,000
Agricultural/Natural Resources	162	20,122	20,984	-4.1	25,000	20,000	15,000
Architecture	35	21,993	22,241	-1.1	28,500	20,000	17,000
Consulting	987	28,679	28,373	1.1	32,500	29,000	24,996
Human Resources/Industrial Relations	172	23,233	22,937	1.3	30,000	22,992	16,500
Management Trainee	2,459	22,269	22,080	0.9	28,800	21,000	17,500
Mathematician/Statistician	49	25,451	25,546	-0.4	32,388	25,200	20,000
Paralegal	61	20,908	20,958	-0.2	23,000	21,500	17,000
Research (Nontechnical)	47	22,480	23,140	-2.9	32,000	22,992	16,000
Research (Technical)	80	27,896	22,397	24.6	33,800	30,000	17,000
Teaching	1,027	19,353	18,989	1.9	24,000	19,700	13,700
	33,844						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 33,844



Master's Degree Candidates (Inexperienced)
Total Offers = 4,048

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers September 1990	- Men - Average $ Offer September 1990	- Men - Average $ Offer September 1989	- Women - Number of Offers September 1990	- Women - Average $ Offer September 1990	- Women - Average $ Offer September 1989
Business						
Accounting	2,594	**$26,510**	$25,297	2,844	**$26,282**	$25,155
Business Administration (incl. Management Science)	1,045	**23,885**	22,950	829	**23,080**	21,776
Distribution Management	70	**24,419**	24,305	38	**26,295**	24,043
Economics & Finance (incl. Banking)	1,620	**25,234**	24,698	852	**25,088**	24,732
Hotel/Restaurant Management	97	**20,892**	19,770	112	**20,631**	19,561
Human Resources (incl. Labor Relations)	58	**25,170**	23,635	82	**21,639**	21,935
Management Information Systems	348	**27,617**	26,994	251	**27,166**	26,503
Marketing/Marketing Management (incl. Research)	1,040	**23,906**	22,911	939	**23,141**	21,991
Real Estate	20	**25,543**	25,204	9	**22,211**	19,416
Communications						
Advertising	44	**22,408**	21,285	60	**19,520**	18,525
Communications	156	**21,797**	21,268	210	**20,411**	20,484
Journalism	38	**17,459**	21,249	96	**20,291**	19,531
Telecommunications/Broadcasting	34	**20,859**	20,331	39	**20,025**	20,026
Education						
Elementary Education	88	**20,365**	19,084	510	**18,734**	18,709
Pre-Elementary Education	+	*	N/A	39	**17,507**	N/A
Physical Education	42	**20,389**	19,917	25	**19,088**	19,154
Special Education	15	**21,250**	19,781	108	**20,320**	19,819
Home Economics						
Human Ecology	+	*	18,560	20	**19,383**	18,964
Textiles & Clothing	8	**22,783**	22,900	136	**20,537**	19,612
Merchandising Management	9	**21,066**	24,520	85	**19,330**	19,167
Humanities & Social Sciences						
Foreign Languages	37	**25,540**	22,618	39	**21,774**	20,467
Letters	90	**23,028**	22,303	172	**20,801**	20,064
Visual & Performing Arts	43	**22,783**	17,899	76	**19,346**	19,288
Humanities-Other	87	**23,311**	22,219	78	**23,104**	22,499
Criminal Justice	36	**21,930**	22,397	21	**18,714**	19,887
History	57	**23,364**	23,391	38	**21,228**	23,279
Political Science/Government	165	**24,327**	24,088	100	**22,603**	21,906
Psychology	100	**21,990**	20,386	199	**20,033**	18,882
Sociology	35	**21,611**	20,721	47	**19,035**	17,929
Social Sciences-Other	100	**23,820**	23,930	130	**19,940**	21,018
Engineering						
Aerospace & Aeronautical	296	**30,446**	29,428	50	**30,883**	29,457
Agricultural	48	**29,786**	26,772	11	**31,618**	22,408
Architectural	62	**28,860**	25,720	11	**29,235**	25,093
Bioengineering & Biomedical	24	**29,154**	26,759	28	**30,822**	29,817
Chemical	1,601	**35,169**	32,989	689	**35,013**	32,865
Civil	1,182	**28,061**	26,884	240	**28,504**	27,926

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers September 1990	- Men - Average $ Offer September 1990	- Men - Average $ Offer September 1989	- Women - Number of Offers September 1990	- Women - Average $ Offer September 1990	- Women - Average $ Offer September 1989
Continued . . .						
Computer	366	31,527	30,319	73	31,303	30,003
Electrical	2,940	31,732	30,585	589	32,009	30,642
Environmental Engineering	5	31,030	1,869	1	24,960	2,284
Industrial	635	30,159	29,528	360	31,169	29,894
Mechanical	3,000	31,998	30,389	587	32,398	31,041
Metallurgical	160	32,239	30,535	45	32,221	30,880
Mining	41	29,777	26,406	3	24,000	28,583
Nuclear	47	31,849	31,033	8	31,167	28,214
Petroleum	134	35,087	32,762	24	35,844	33,053
Textile	5	33,938	26,641	5	32,500	26,600
Engineering Technology	448	29,311	28,359	35	29,412	28,219
Industrial Technology	111	29,584	26,694	5	21,500	27,044
Agriculture & Natural Resources						
Agribusiness	99	21,326	22,241	24	23,928	21,782
Animal Sciences	42	20,124	19,362	13	18,409	19,191
Plant Sciences	25	21,186	19,154	6	21,132	15,724
Natural Resources	20	18,889	22,245	4	19,903	16,901
Other Agricultural Sciences	44	24,443	22,083	12	24,292	19,661
Computer Sciences						
Computer Science	1,058	29,915	28,723	324	29,439	28,496
Computer Programming	60	28,139	28,828	26	28,417	26,214
Information Sciences & Systems	260	28,466	25,985	197	28,847	27,073
Systems Analysis	9	29,443	28,649	8	31,808	29,059
Health Sciences						
Allied Health	14	31,826	25,481	123	26,937	23,977
Health Sciences	7	20,589	22,012	33	20,878	21,321
Nursing	21	27,915	24,692	225	28,303	24,927
Pharmacy	35	38,626	36,892	51	35,425	36,750
Sciences						
Actuarial	53	28,292	26,501	25	28,212	27,248
Architectural & Environmental Design	91	25,489	25,374	15	22,919	21,293
Biological	52	22,670	23,903	56	20,992	19,442
Chemistry	96	27,134	27,182	56	28,111	25,072
Geological	23	25,123	23,966	6	17,098	21,850
Mathematics (incl. Statistics)	169	26,942	27,075	188	27,112	25,801
Physics	48	28,609	27,848	10	31,789	28,692
Other Physical & Earth Sciences	9	22,036	21,616	9	20,051	24,495
Polymer Science	8	32,066	N/A	*	*	N/A
Textile Science	24	27,057	N/A	6	26,670	N/A
	21,479			12,365		

N/A - No historic data available
* Not computed for fewer than 20 offers

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers	- MEN - Average $ Offer		- WOMEN - Number of Offers	- WOMEN - Average $ Offer	
	September 1990	September 1990	September 1989	September 1990	September 1990	September 1989
FINANCE						
Accounting (Public)	1,952	**$26,820**	$25,722	2,162	**$26,828**	$25,732
Accounting (Private)	733	**25,721**	23,708	753	**24,836**	23,349
Commercial Banking (Consumer)	126	**22,301**	22,038	153	**21,597**	21,290
Commercial Banking (Lending)	190	**23,984**	22,680	112	**24,487**	23,138
Investment Banking (Corporate Finance)	81	**29,467**	27,176	43	**28,307**	24,879
Investment Banking (Mergers & Acquisitions)	11	**27,573**	29,643	8	**25,105**	27,950
Investment Banking (Real Estate)	8	**25,438**	25,300	11	**25,301**	18,609
Investment Banking (Sales & Trading)	21	**24,662**	24,674	15	**21,216**	22,975
Financial/Treasury Analysis	484	**26,923**	27,132	290	**26,305**	25,410
Portfolio Management/Brokerage	53	**23,790**	24,736	37	**22,914**	22,123
Insurance (Underwriting)	126	**24,334**	21,960	86	**23,540**	21,729
Insurance (Claims)	96	**22,576**	N/A	95	**22,334**	N/A
COMMUNICATIONS						
Design/Graphic Arts	15	**22,868**	23,016	24	**18,808**	18,711
Media Planning	15	**19,882**	20,298	16	**19,713**	20,232
Reporting	15	**16,834**	15,417	15	**16,201**	19,500
Production	47	**25,782**	23,854	20	**24,295**	20,827
Public Relations	41	**21,870**	22,835	73	**19,453**	18,532
Writing/Editing	34	**22,015**	21,016	78	**19,081**	19,901
MARKETING						
Advertising	45	**24,799**	19,999	59	**19,737**	19,102
Brand/Product Management	148	**26,235**	24,670	128	**24,526**	22,289
Buyer/Merchandising	195	**24,031**	22,594	356	**22,467**	21,630
Distribution	97	**26,062**	N/A	61	**26,294**	N/A
Market Research	75	**25,677**	27,134	60	**24,440**	23,539
Purchasing	32	**24,357**	N/A	37	**24,072**	N/A
Sales	1,372	**25,208**	23,680	799	**23,879**	22,274
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	33	**21,839**	19,872	29	**20,550**	19,441
Finance, Taxation, Monetary Policy	37	**23,161**	24,918	65	**22,935**	23,587
Economic Programs	15	**23,445**	21,375	13	**25,445**	20,640
Law Enforcement	51	**24,543**	22,859	16	**22,424**	20,757
Military	118	**22,488**	22,282	15	**21,489**	20,855
National Security	8	**26,011**	25,610	7	**22,686**	21,580
Urban/Regional Planning	27	**23,561**	23,249	6	**23,481**	21,915
ENGINEERING						
Bioengineering	94	**33,690**	31,233	13	**29,594**	30,160
Design/Construct	1,750	**30,094**	28,787	257	**30,111**	29,201
Environmental/Sanitation	211	**29,292**	27,727	50	**29,510**	29,889
Manufacturing/Industrial	1,675	**31,838**	30,431	485	**32,327**	30,776
Systems/Programming	368	**31,020**	30,187	92	**31,309**	29,536
Power Systems	405	**31,732**	30,017	81	**31,656**	30,530
Software Design & Development	411	**31,706**	30,453	92	**32,229**	30,937
Hardware Design & Development	340	**32,295**	30,866	77	**32,337**	30,991
Research & Development	525	**32,088**	30,778	164	**32,905**	30,285
Testing	242	**30,210**	29,034	56	**30,182**	28,804
Process Engineering	1,223	**35,076**	31,836	446	**34,959**	32,098
Project Engineering	1,127	**31,977**	N/A	256	**32,804**	N/A
Other Engineering	2,267	**31,283**	30,499	568	**31,533**	30,990
HEALTH CARE						
Administrative	14	**22,625**	N/A	24	**21,808**	N/A
Industrial Hygiene	21	**29,067**	N/A	2	**26,300**	N/A
Medical Technology	6	**25,834**	N/A	34	**23,617**	N/A
Nursing / Personal Care	19	**28,796**	24,939	227	**26,151**	24,959

N/A - No historic data
* Not computed for fewer than 20

Continued . . .

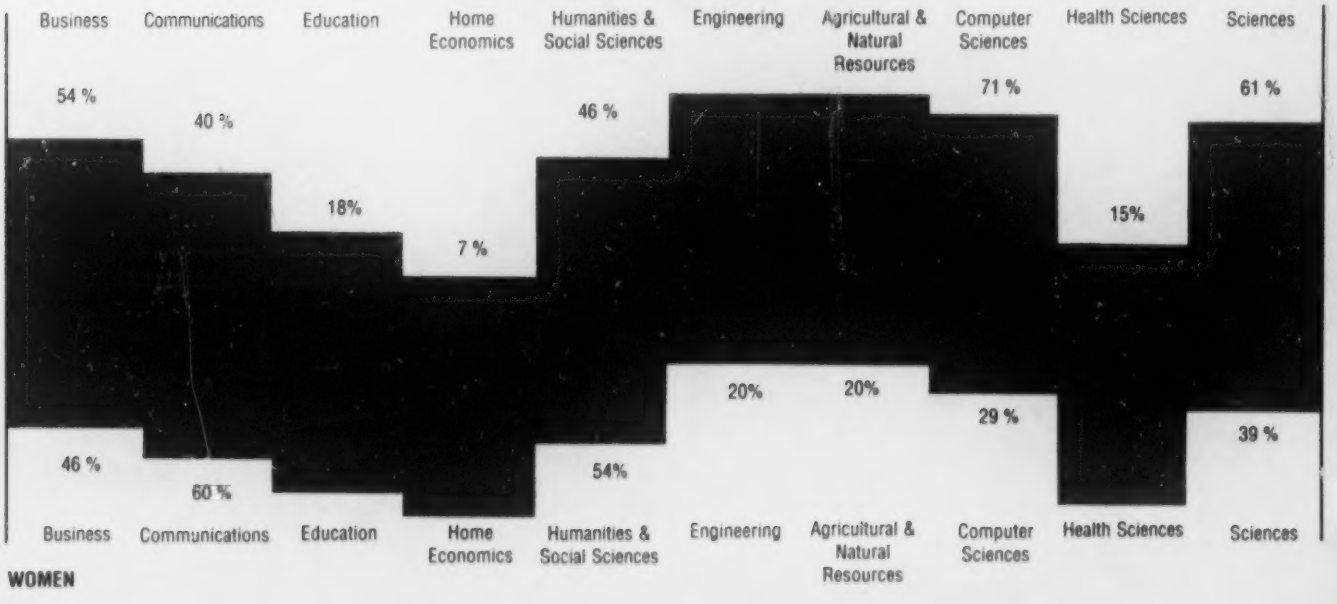
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers	- MEN - Average $ Offer		- WOMEN - Number of Offers	- WOMEN - Average $ Offer	
	September 1990	September 1990	September 1989	September 1990	September 1990	September 1989
Continued . . .						
Occupational Therapy	4	$21,388	N/A	24	$26,354	N/A
Pharmacist	28	39,682	N/A	40	35,916	N/A
Physical Therapy	10	31,250	N/A	50	28,921	N/A
Respiratory Therapy	9	24,126	N/A	2	29,100	N/A
Other Health Related	32	20,981	$33,140	74	22,214	$29,743
SOCIAL SERVICES						
Administration	21	23,592	23,152	35	17,568	19,364
Counseling	28	18,942	18,249	74	15,794	17,430
Fundraising/Development	16	17,375	21,100	19	16,556	17,572
Social Work	11	16,055	18,018	71	17,508	15,991
COMPUTER SCIENCE						
Computer Programming	826	28,671	27,842	406	28,423	27,002
Information Systems	375	28,542	26,830	233	27,810	26,677
Systems Analysis & Design	475	29,664	28,572	214	29,262	27,861
OTHER FUNCTIONAL AREAS						
Actuarial	68	30,764	28,346	55	29,551	28,532
Agricultural/Natural Resources	136	20,275	21,312	26	19,322	19,738
Architecture	29	22,358	23,101	6	20,233	19,803
Consulting	656	28,792	28,697	331	28,456	27,789
Human Resources/Industrial Relations	63	24,220	23,772	109	22,652	22,271
Management Trainee	1,340	22,965	22,665	1,119	21,435	21,385
Mathematician/Statistician	29	25,382	25,524	20	25,551	25,573
Paralegal	16	20,323	22,130	45	21,116	20,387
Research (Nontechnical)	25	23,138	24,201	22	21,733	21,827
Research (Technical)	40	28,600	23,286	40	27,191	21,536
Teaching	243	20,409	19,262	784	19,025	18,904
	21,479			12,365		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639
90th Percentile	$28,000
10th Percentile	$21,600

Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$26,847 3871 $30,500 $23,000	$23,733 3	$23,000 1	$23,724 92 $28,000 $18,000	$25,800 11	$24,289 19	$21,417 21 $27,800 $15,000	$27,888 26 $31,500 $25,500	$20,400 3	$24,880 125 $29,000 $20,700	$24,950 3	$23,389 18	$23,687 66 $26,600 $20,000	$21,900 2	$21,982 78 $26,004 $18,000	$22,000 1	$18,860 2	$22,399 6
Business Administration - incl. Management Science	$26,998 82 $33,000 $22,800	$18,857 7	$13,000 1	$22,934 166 $28,000 $18,000	$24,972 18	$23,878 41 $29,300 $15,000	$25,555 31 $30,000 $21,000	$27,485 95 $32,000 $21,600	$25,500 4	$22,561 75 $30,000 $15,000	$20,673 22 $24,000 $18,996	$19,992 33 $22,000 $18,000	$23,187 161 $27,000 $20,000	$23,178 6	$20,893 439 $26,000 $17,000	$27,000 2	$30,000 1	$23,927 11
Distribution Management	$27,500 1					$15,000 1	$26,100 2								$20,000 11			
Economics & Finance (incl. Banking)	$27,715 120 $31,000 $25,000	$17,000 1	$22,000 1	$23,475 494 $28,000 $18,500	$29,155 109 $33,000 $23,000	$26,499 32 $30,000 $24,000	$25,274 38 $29,000 $19,500	$26,349 220 $32,000 $25,000	$26,900 5	$25,354 237 $32,250 $18,000	$21,272 14	$21,428 25 $25,500 $18,500	$24,059 223 $29,000 $20,000	$22,258 2	$22,504 189 $27,900 $18,200	$24,598 5		$24,471 7
Hotel / Restaurant Management							$27,000 1				$20,580 25 $23,500 $18,000	$20,630 170 $23,000 $18,000			$21,500 1			
Human Resources (incl. Labor Relations)		$25,000 1		$20,721 12		$25,000 1	$19,992 1			$21,167 3	$22,332 3	$19,171 7	$22,539 30 $26,000 $18,000	$20,000 1	$20,566 16	$18,550 4	$22,000 1	
Management Information Systems	$30,380 20 $33,000 $27,996			$26,114 13	$32,983 3	$27,933 15	$26,818 73 $30,000 $23,000	$27,983 62 $32,200 $22,992	$30,120 2	$27,441 8	$26,250 4	$30,943 3	$26,356 78 $28,800 $24,000		$24,125 33 $27,000 $19,000	$21,500 2	$25,000 1	
Marketing/Marketing Management (incl. Research)	$23,499 5	$19,676 15	$24,500 1	$22,046 58 $27,000 $18,500	$20,843 8	$22,692 36 $27,000 $18,000	$23,763 64 $28,000 $18,000	$26,827 30 $31,000 $21,600	$14,400 1	$24,011 37 $30,000 $18,000	$20,795 19	$19,858 19	$23,184 114 $27,000 $18,000	$19,750 2	$22,230 623 $27,000 $18,000	$25,312 7	$22,100 3	$19,343 14
Real Estate	$20,125 4									$21,120 3		$20,000 1	$21,333 3					
Advertising	$16,833 3	$18,946 29 $24,996 $15,000		$18,240 3		$21,700 8	$19,998 4			$26,625 4	$13,500 1	$30,000 1	$22,500 3		$20,786 14			$21,000 2
Communications		$16,631 16		$23,000 11	$20,333 3	$17,362 23 $21,000 $12,000	$19,001 7	$23,000 6		$21,409 11	$20,833 6	$17,970 10	$21,581 26 $25,500 $17,000	$15,000 1	$20,845 60 $24,000 $15,000	$33,750 2		$20,945 11
Journalism		$14,675 4		$23,250 2		$15,963 19	$22,500 2					$12,973 3	$21,052 9		$20,367 24 $23,000 $17,000			$17,807 21 $24,200 $13,000
Telecommunications/ Broadcasting		$21,333 3		$24,000 2		$18,164 14		$24,000 1		$15,000 1		$23,000 1	$22,071 11		$19,121 14			$12,000 1
Elementary Education						$18,013 1		$16,565 1							$18,000 2			
Pre-Elementary Education																		
Physical Education					$13,000 1				$15,000 1		$16,300 4	$17,000 1			$18,000 1		$25,000 1	
Special Education																		

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology													$18,483 2		$21,500 4			$20,000 1
Textiles & Clothing															$20,810 124 $23,000 $17,500			
Merchandising Management		$12,480 1						$13,000 1							$19,432 83 $23,000 $15,000			
Foreign Languages	$31,000 1			$24,169 8	$20,000 1	$20,000 2	$16,000 3	$28,000 2		$26,004 2		$20,000 1	$22,000 1	$33,000 1	$21,000 14			$26,667 3
Letters	$31,373 4	$18,889 9		$22,278 18	$32,750 6	$18,600 5	$23,500 14	$27,600 11		$17,000 3	$18,000 5	$20,000 1	$23,665 16	$22,722 9	$20,854 24 $24,000 $18,000	$21,000 2	$17,500 1	$19,000 6
Visual & Performing Arts		$14,995 4			$30,000 1	$18,498 4	$19,843 1			$17,186 1		$22,496 2	$21,200 2	$19,000 1	$22,111 18	$21,000 1		$21,000 1
Humanities-Other		$26,250 2		$26,011 9	$25,375 4	$30,200 5	$45,000 2	$32,067 3	$20,000 2	$19,000 2	$14,000 2	$17,324 6	$24,473 11	$18,129 4	$20,083 40 $24,000 $18,000	$17,500 2		
Criminal Justice					$19,188 2		$24,000 1					$14,000 1	$22,505 4	$18,360 4	$17,648 6		$21,037 5	
History	$32,000 1	$23,750 4	$20,000 1	$26,875 8	$26,623 8	$24,000 3	$28,200 1	$27,001 6		$27,333 3	$16,827 3	$16,720 2	$23,556 9	$21,250 8	$22,186 18	$20,000 1		$18,000 1
Political Science / Government		$22,667 3		$25,000 17	$30,175 16	$17,000 1	$27,440 5	$30,074 23 $35,000 $27,000		$20,738 6	$21,773 3	$23,000 2	$25,133 21 $28,500 $22,000	$20,897 17	$22,023 50 $25,000 $18,000			
Psychology	$31,875 4	$32,500 2		$20,950 10	$24,955 9	$24,400 4	$18,430 7	$24,975 4		$25,157 3	$19,737 7	$15,000 3	$23,843 14	$20,333 3	$21,400 66 $25,000 $18,000	$20,000 3	$27,000 1	$22,300 2
Sociology		$18,000 2		$22,400 3		$22,850 2	$17,004 2			$19,500 2	$21,000 1	$17,472 1	$24,083 6		$18,044 18			
Social Sciences-Other	$30,000 2	$22,083 6		$20,231 17	$30,300 15	$18,000 1	$19,744 12	$30,545 11		$25,533 6	$16,500 2	$19,576 4	$24,036 8	$20,240 5	$21,709 13		$12,480 1	$17,500 2
Aerospace & Aeronautical Engineering								$30,393 15	$30,360 1	$31,000 1			$32,000 1					
Agricultural Engineering								$24,996 2	$28,320 1						$29,004 2			
Architectural Engineering			$28,500 2					$27,033 12	$26,357 7									
Bioengineering & Biomedical Engineering					$30,000 1			$31,417 6										
Chemical Engineering	$29,500 1	$29,200 1					$34,000 1	$32,000 40 $36,000 $28,200	$32,584 17									
Civil Engineering			$29,000 5					$29,001 229 $31,200 $25,000	$29,384 107 $32,000 $25,000				$31,200 2	$24,000 1				
Computer Engineering	$33,000 1			$25,000 1	$32,000 4	$23,020 10	$31,938 46 $36,000 $27,000	$30,002 27 $32,500 $28,000	$27,000 2	$33,500 2			$29,519 5		$17,000 1			

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$31,615 13		$29,244 5		$34,000 2	$32,651 109 $35,500 $30,000	$32,842 78 $36,000 $28,800	$30,898 146 $34,400 $27,492	$31,329 71 $33,480 $28,000	$27,327 15			$30,594 7		$26,998 4	$36,400 1	$25,343 1	
Environmental Engineering								$26,480 2	$30,384 3									
Industrial Engineering	$31,450 10			$29,983 6	$32,786 7	$31,722 9	$33,616 5	$29,863 110 $32,000 $26,000	$27,900 12	$27,833 3		$36,000 1	$31,027 8		$24,820 5			$29,000 2
Mechanical Engineering	$31,250 6		$30,750 2		$35,000 1	$32,044 11	$31,273 14	$30,775 150 $34,000 $27,040	$31,359 65 $34,000 $28,800	$22,750 6	$36,000 1		$31,051 4		$19,000 2	$30,000 1		
Metallurgical Engineering								$30,000 4		$21,500 1								$30,000 1
Mining Engineering								$26,300 5	$26,669 7									
Nuclear Engineering								$34,000 2	$32,000 1									$15,000 1
Petroleum Engineering								$32,450 4	$39,950 8									
Textile Engineering																		
Engineering Technology	$25,800 1				$30,500 1	$29,689 12	$30,082 12	$28,635 19	$25,800 21 $32,000 $16,800		$30,000 1		$30,781 11		$29,000 6	$27,500 1		
Industrial Technology								$34,992 2							$30,000 1			
Agribusiness	$25,500 1			$19,300 3				$24,240 2	$24,720 1	$26,000 1	$20,400 5	$21,000 1	$30,000 1		$21,160 10			
Animal Sciences						$13,000 1		$16,000 1										
Plant Sciences								$22,000 2										
Natural Resources											$17,800 1				$12,000 1			
Other Agricultural Sciences				$19,500 1														
Computer Science	$31,167 15	$33,000 1		$28,310 21 $30,000 $25,900	$31,063 8	$30,588 65 $33,800 $26,500	$29,473 220 $34,800 $24,000	$29,889 98 $32,500 $27,000	$29,075 8	$29,904 18			$26,523 53 $28,008 $22,500	$32,000 1	$24,480 18	$27,000 3	$25,353 1	$26,188 8
Computer Programming				$30,000 1	$35,000 1	$29,875 2	$29,419 12	$29,944 9		$28,500 1			$27,670 4		$25,750 2			
Information Sciences & Systems	$28,910 36 $32,000 $27,000			$27,473 11		$29,702 49 $35,500 $26,500	$27,360 47 $32,400 $21,000	$29,510 42 $32,200 $27,500	$29,000 1	$28,625 4	$18,050 2	$26,400 1	$27,358 26 $29,400 $27,000		$26,740 14	$28,800 1		$30,000 1
Systems Analysis						$32,000 2	$29,500 1	$32,167 3					$28,000 1					

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health															**$22,000 1**			
Health Sciences				**$21,996 1**				**$13,000 1**				**$10,000 1**	**$22,800 1**		**$13,250 1**			
Nursing															**$19,100 1**			
Pharmacy															**$38,349 28** $47,500 $26,000			
Actuarial								**$33,327 11**		**$32,300 1**	**$20,684 3**		**$38,674 46** $33,000 $28,500					
Architectural & Environmental Design	**$27,000 1**	**$18,498 2**	**$21,415 31** $26,000 $17,000			**$20,400 1**		**$27,800 2**	**$25,500 2**	**$24,996 1**			**$30,000 1**					
Biological								**$25,800 5**	**$31,500 2**		**$21,000 1**	**$14,000 1**	**$25,500 3**		**$18,400 5**			
Chemistry					**$33,167 3**	**$25,500 2**		**$27,500 4**		**$26,500 2**			**$27,000 1**		**$19,000 4**			
Geological								**$23,000 3**	**$22,100 2**			**$18,000 1**	**$30,000 1**					
Mathematics (incl. Statistics)	**$30,222 9**			**$24,518 11**	**$30,300 10**	**$29,260 13**	**$28,788 35** $36,000 $24,000	**$29,179 33** $33,300 $24,500		**$24,200 9**	**$19,450 2**		**$28,283 85** $32,400 $23,400		**$21,000 5**			
Physics					**$29,500 1**	**$33,000 2**	**$30,967 3**	**$26,483 4**	**$28,800 1**		**$22,000 1**							
Other Physical & Earth Sciences								**$16,000 1**										
Polymer Science																		
Textile Science							**$27,000 1**											

BACHELOR'S SUMMARY

Nontechnical Curricula	**$26,895 4118** $30,996 $23,000	**$19,383 112** $24,996 $14,520	**$20,500 5**	**$23,295 875** $28,000 $18,500	**$28,141 215** $34,000 $20,400	**$22,451 237** $29,500 $14,400	**$24,392 292** $29,500 $18,000	**$27,992 564** $32,000 $24,000	**$24,297 19**	**$24,499 524** $30,000 $18,000	**$20,473 124** $24,000 $15,600	**$20,494 317** $23,000 $16,700	**$23,734 818** $28,000 $19,000	**$20,951 66** $23,400 $15,000	**$21,433 1072** $27,000 $17,500	**$23,277 32** $27,996 $17,000	**$21,858 17**	**$20,605 91** $28,200 $14,000
Technical Curricula	**$30,139 94** $33,000 $27,000	**$24,549 4**	**$23,858 45** $31,000 $17,000	**$26,799 56** $32,000 $21,996	**$31,850 39** $36,000 $29,500	**$31,186 288** $35,304 $26,500	**$36,845 483** $35,520 $25,000	**$29,723 983** $33,500 $26,000	**$29,299 429** $33,280 $25,000	**$27,298 64** $33,000 $21,500	**$21,591 17**	**$20,900 6**	**$28,491 741** $32,500 $24,000	**$28,000 2**	**$26,965 111** $39,000 $18,000	**$29,190 7**	**$25,348 2**	**$26,488 13**

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	**$33,359 81** $38,000 $28,500	**$31,000 5**	**$32,500 1**	**$36,626 92** $52,000 $27,500	**$43,822 17**	**$35,500 11**	**$33,027 11**	**$38,162 61** $45,000 $29,000	**$32,500 1**	**$34,788 29** $45,000 $26,000	**$25,000 4**	**$30,000 2**	**$33,977 28** $40,000 $28,000	**$37,000 1**	**$31,982 28** $42,000 $20,000			**$20,067 3**
MBA - Technical Undergraduate Degree	**$31,229 17**	**$19,000 1**		**$36,164 14**	**$50,000 5**	**$36,244 4**	**$35,416 11**	**$36,555 27** $38,500 $30,600	**$43,000 2**	**$45,000 1**			**$35,750 7**	**$40,000 1**				

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$24,649 10	$22,250 2	$24,287 15	$25,252 42 $27,500 $22,800	$21,888 9	$21,730 72 $24,500 $19,025	$23,318 76 $26,900 $19,000	$26,560 9	$25,817 17	$29,747 9		$18,200 2	$27,750 4	$26,824 22 $29,100 $22,000	$25,825 28 $27,500 $23,500	$26,174 32 $28,500 $23,000	$22,511 23 $27,600 $17,700	$27,897 78 $30,600 $25,800
Business Administration - incl. Management Science	$24,280 10	$23,583 6	$23,391 28 $30,000 $15,600	$26,830 18	$19,215 22 $23,000 $16,500	$28,839 51 $25,200 $16,305	$20,988 16	$24,417 7	$21,266 16	$18,000 1		$17,474 5	$20,000 1	$25,589 41 $29,120 $21,000	$24,183 8	$25,595 36 $30,000 $18,000	$23,976 25 $28,000 $18,500	$26,783 63 $32,700 $22,000
Distribution Management			$23,650 18		$17,490 1	$21,242 7	$18,000 1								$23,683 3	$29,500 3	$23,150 4	$26,633 11
Economics & Finance (incl. Banking)	$25,240 22 $31,500 $20,000	$24,000 1	$25,105 34 $27,000 $18,400	$26,352 22 $30,000 $24,000	$18,599 12	$21,130 73 $25,000 $16,800	$21,555 16	$21,800 4	$27,588 8	$22,260 5		$16,000 1	$25,000 5	$25,710 26 $28,000 $23,660	$21,975 8	$26,555 32 $30,000 $24,000	$23,408 20 $29,000 $20,500	$28,288 64 $31,000 $25,000
Hotel / Restaurant Management			$20,000 1		$23,462 1													
Human Resources (incl. Labor Relations)			$23,667 3	$30,600 2	$15,500 1	$25,650 5	$20,583 3		$20,725 2				$18,000 1		$24,000 1	$23,375 4	$24,000 1	
Management Information Systems	$31,000 2	$25,275 8	$25,360 19	$28,178 22 $30,000 $26,520	$22,996 4	$22,127 13	$21,333 3		$19,000 2				$24,000 2	$27,334 13	$28,253 12	$33,225 4	$30,160 5	$30,887 23 $32,500 $29,820
Marketing / Marketing Management (incl. Research)	$23,583 6	$20,686 8	$23,763 19	$25,538 13	$23,661 5	$29,234 29 $23,000 $16,296	$26,000 5	$19,667 3	$25,417 17	$17,900 2	$21,250 2		$24,000 1	$24,000 3	$24,686 8	$25,954 38 $29,736 $21,000	$24,958 24 $26,500 $20,000	$26,493 97 $30,840 $24,000
Real Estate	$25,225 16					$16,300 1								$30,996 1				
Advertising	$22,000 1				$21,500 1				$21,000 1	$18,000 1		$21,000 1	$15,000 1			$18,000 2		
Communications		$14,018 2	$20,931 13	$21,877 13	$18,322 9	$18,924 10	$19,133 6	$18,000 1	$24,000 4	$19,867 3	$19,950 4	$16,500 1	$16,496 5	$18,000 1		$26,286 7	$19,650 2	$25,650 11
Journalism			$18,000 1	$20,000 1	$14,749 4	$17,120 4	$20,533 3		$17,000 2	$28,000 1			$13,750 4		$25,000 1	$24,000 1		$25,925 4
Telecommunications / Broadcasting					$12,000 1	$13,000 1	$23,400 2		$17,500 2	$18,750 2								$25,125 2
Elementary Education			$50,000 1		$19,320 529 $24,000 $13,400	$20,000 1	$19,400 3			$14,881 51 $16,222 $13,000		$14,480 4	$21,570 2				$21,360 1	$18,000 1
Pre-Elementary Education					$17,877 31 $22,347 $12,000		$19,050 1	$17,113 2	$21,000 1	$16,874 1		$9,948 1						
Physical Education					$20,904 40 $24,000 $16,350	$17,805 2	$15,733 3	$17,748 4				$17,500 2						$27,200 1
Special Education					$20,332 116 $23,940 $17,200		$21,117 3		$23,000 1			$17,000 1						

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$29,870 8		$15,558 1		$16,613 3			$12,500 1						
Textiles & Clothing					$19,000 1											$28,500 1		
Merchandising Management					$17,004 4													$30,500 1
Foreign Languages		$19,050 1			$20,069 10	$22,266 7					$25,000 1	$15,225 1	$12,000 1		$24,500 1			$31,000 1
Letters		$29,500 4	$24,000 2	$20,000 2	$19,785 40 $25,000 $14,009	$18,662 5	$18,407 6	$16,500 2	$18,667 3	$18,750 4	$24,000 1	$14,832 15		$23,916 1		$23,000 2	$30,000 1	$26,250 2
Visual & Performing Arts			$26,004 1		$18,261 61 $24,000 $14,004	$30,000 1		$17,000 1			$17,000 1	$17,000 1						
Humanities-Other		$17,000 1	$19,200 3		$18,759 13	$20,834 10	$24,000 1	$25,200 1	$20,000 2	$42,750 2		$27,000 1		$22,500 1	$21,000 2	$45,000 3	$25,000 1	$26,640 2
Criminal Justice			$15,600 1	$26,400 1	$22,500 1	$18,306 7	$23,315 19		$17,000 1			$15,000 1						
History		$27,500 1	$24,000 2	$18,000 1	$19,129 16	$22,530 11	$16,239 4			$22,000 1	$26,000 1	$20,500 1	$12,000 3					$28,500 2
Political Science / Government	$24,500 2	$31,000 1	$18,283 6	$20,000 2	$17,001 3	$21,184 26 $24,000 $19,000	$22,154 13	$18,240 2			$26,000 1	$14,365 6	$12,000 2		$29,000 2	$27,000 1	$29,700 2	$30,391 4
Psychology	$14,000 1	$22,000 2	$19,835 3	$23,719 3	$18,317 22 $22,500 $11,520	$19,911 19	$19,300 15	$17,012 13	$14,660 14			$16,745 27 $20,000 $11,200	$14,902 5	$24,000 1	$20,004 1	$30,000 1	$22,750 2	$29,000 2
Sociology		$25,000 1	$15,600 1		$16,000 5	$17,000 3	$25,674 5	$19,188 4	$25,500 2	$12,700 1		$15,141 14	$16,500 1					$31,010 2
Social Sciences-Other	$24,997 3	$18,467 3	$20,963 3		$18,203 10	$21,929 13	$20,705 12	$20,660 5	$15,809 12	$17,300 5		$15,450 28 $17,500 $12,000	$18,000 2	$20,004 1		$23,330 4		$32,500 1
Aerospace & Aeronautical Engineering		$32,956 2	$33,000 1	$31,500 1		$26,740 39 $30,696 $21,201	$25,500 1							$31,015 240 $33,540 $28,380	$32,000 1	$30,296 5		$32,500 2
Agricultural Engineering				$27,600 2		$30,396 1	$25,925 2							$30,660 1	$26,247 5	$32,914 11	$21,600 1	
Architectural Engineering				$33,000 1		$27,000 1	$24,200 8									$32,400 1	$29,625 32 $34,200 $27,300	
Bioengineering & Biomedical Engineering		$38,120 1		$28,500 1		$26,745 2	$15,400 1	$27,000 1	$29,267 3					$28,900 2	$22,544 2	$31,324 1		$31,011 9
Chemical Engineering	$37,000 1	$34,385 6		$32,952 11	$30,200 1	$27,265 28 $34,740 $23,000	$31,012 8						$25,780 1	$32,874 10	$34,133 6	$32,841 26 $34,500 $32,000	$33,771 34 $36,500 $30,000	$35,057 962 $36,900 $33,500
Civil Engineering	$34,563 2	$28,683 6	$25,443 114 $27,791 $23,532	$31,090 56 $34,000 $28,000	$28,804 1	$25,393 87 $27,268 $21,600	$26,586 278 $32,718 $23,000		$24,556 3		$26,000 1			$29,260 13	$30,067 3	$29,773 8	$28,236 154 $31,800 $24,348	$31,512 21 $34,000 $28,800
Computer Engineering		$32,348 6	$28,980 2	$31,099 10	$25,787 6	$29,923 22 $30,504 $25,343	$26,418 5	$33,000 1	$30,996 1				$23,500 1	$31,585 36 $33,300 $30,000		$32,657 5	$28,880 2	$31,963 12

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$32,667 38 $36,500 $30,000	$33,423 9	$31,971 286 $33,696 $30,300	$27,234 9	$26,322 274 $30,960 $21,201	$26,442 12	$24,329 4	$25,498 2		$32,500 1			$31,555 358 $33,500 $29,000	$29,757 9	$32,223 183 $34,200 $30,500	$31,976 25 $33,600 $30,000	$33,792 195 $36,000 $31,200
Environmental Engineering							$36,000 1											
Industrial Engineering		$34,733 3	$29,190 10	$30,737 26 $33,000 $28,500		$25,482 65 $30,396 $21,000		$29,920 5						$29,896 60 $32,200 $27,588	$30,769 11	$32,015 91 $33,600 $30,000	$30,954 63 $33,000 $25,200	$31,677 82 $33,900 $29,400
Mechanical Engineering		$31,520 31 $33,600 $29,000	$31,614 15	$31,712 163 $33,700 $28,674	$24,341 3	$25,603 182 $30,000 $21,201	$27,855 8	$33,300 2	$33,667 3	$28,232 1			$32,000 1	$30,685 348 $33,000 $28,000	$31,290 79 $34,000 $27,000	$32,208 443 $34,200 $29,760	$31,226 85 $34,200 $27,500	$33,954 293 $36,000 $32,000
Metallurgical Engineering		$32,000 1		$29,700 2		$25,507 5								$35,166 6	$35,400 1	$32,971 24 $35,400 $30,000	$31,345 4	$33,250 6
Mining Engineering				$31,800 1			$25,160 1								$18,900 1		$28,500 1	
Nuclear Engineering		$32,500 2		$32,682 20 $34,400 $31,000		$27,633 3	$27,500 1							$31,566 2				
Petroleum Engineering						$26,050 2	$26,200 1											$31,390 6
Textile Engineering																		$35,883 3
Engineering Technology		$26,499 3		$30,608 17		$23,892 5	$22,385 6							$28,880 66 $32,200 $25,000	$27,999 1	$33,078 35 $40,000 $26,275	$28,426 41 $32,500 $22,000	$30,644 18
Industrial Technology		$29,496 1				$22,026 8								$30,878 42 $33,396 $27,996		$31,478 8	$24,980 1	$28,600 4
Agribusiness	$18,000 1					$19,089 6	$22,037 5	$18,000 1		$20,000 1					$21,377 91 $26,094 $16,500	$29,736 1		$30,267 3
Animal Sciences		$20,000 1				$16,318 2	$22,880 1	$14,804 1	$17,356 3	$22,000 2			$21,500 2	$23,498 2	$19,785 21 $27,506 $17,000			
Plant Sciences				$24,498 2	$18,906 1	$21,647 2	$17,589 4		$17,000 1	$22,000 2					$20,824 12			
Natural Resources						$16,828 4	$17,730 8	$25,000 1							$22,000 1		$30,009 1	$17,640 2
Other Agricultural Sciences					$21,650 4	$15,000 1	$19,375 4								$23,779 14			$29,500 1
Computer Science		$32,336 18	$25,751 16	$30,008 51 $33,600 $27,025	$20,001 11	$25,522 56 $30,396 $20,000	$23,886 15	$22,700 5	$22,756 5	$21,000 2			$25,267 1	$31,078 94 $33,300 $28,392	$27,950 1	$29,885 24 $31,200 $28,800	$28,917 16	$31,882 78 $33,840 $30,000
Computer Programming			$25,967 3	$30,200 1	$24,130 5	$25,568 4	$22,784 4				$23,500 1			$32,000 1		$30,250 2		$29,833 3
Information Sciences & Systems			$24,444 16	$29,100 8	$23,000 1	$21,738 5	$29,250 2		$23,143 7					$27,645 11	$33,967 3	$30,550 8	$25,200 2	$31,331 32 $33,000 $28,500
Systems Analysis																$33,000 2		$27,000 1

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$24,816 2			$27,861 97 $31,000 $22,000	$29,759 31 $36,000 $23,000			$21,340 2			$25,000 1			$33,960 1
Health Sciences					$28,237 1	$15,000 2	$18,133 2	$22,914 14	$22,950 18			$12,000 1	$15,000 3	$34,112 1				
Nursing					$27,500 5		$27,300 1	$28,316 222 $33,250 $22,500	$29,877 14					$25,500 1				
Pharmacy						$29,368 1		$34,945 17	$41,300 1						$34,832 1			$36,599 33 $45,973 $32,000
Actuarial					$23,496 1	$18,696 2	$18,996 1						$12,600 2		$19,874 4			$19,808 1
Architectural & Environmental Design	$32,000 1			$29,850 2			$25,185 7										$27,883 45 $31,200 $24,504	
Biological		$20,563 8			$19,701 29 $24,000 $16,000	$19,630 8	$18,149 7	$22,311 11	$21,636 4	$11,440 1			$12,000 1		$12,000 1			$28,214 13
Chemistry		$22,500 1			$19,206 7	$20,401 4	$21,000 1	$20,800 3	$21,600 1					$27,020 1		$16,000 1	$22,050 2	$28,822 83 $31,200 $23,200
Geological		$25,495 2		$20,800 1	$18,750 2	$24,247 4	$17,300 2	$12,480 1										
Mathematics (incl. Statistics)		$31,500 3	$23,333 3	$27,340 6	$20,563 36 $24,827 $16,800	$21,000 31 $23,846 $19,493	$31,700 1	$25,000 1	$24,000 1	$19,000 1				$31,502 13		$30,420 1	$20,853 3	$30,018 6
Physics				$33,287 6	$23,000 2	$23,000 6								$30,609 10		$31,000 1		$34,000 1
Other Physical & Earth Sciences				$16,305 1	$20,130 5		$16,176 3		$30,000 1									$29,767 3
Polymer Science																		$31,851 4
Textile Science																		$29,000 1

BACHELOR'S SUMMARY

Nontechnical Curricula	$24,817 73 $30,000 $19,000	$22,113 41 $27,000 $17,000	$23,545 174 $28,200 $17,000	$25,587 142 $30,000 $20,000	$19,424 992 $24,000 $13,700	$21,888 353 $25,200 $16,300	$21,899 211 $27,000 $16,700	$20,436 58 $30,000 $15,000	$21,192 184 $30,000 $13,904	$17,423 80 $23,000 $13,000	$21,300 11	$15,885 115 $19,500 $12,000	$16,516 40 $26,000 $12,000	$25,068 111 $29,328 $22,080	$25,242 75 $29,763 $21,400	$26,396 171 $32,000 $19,000	$23,880 111 $29,064 $18,580	$27,477 372 $31,600 $23,700
Technical Curricula	$31,225 5	$31,080 133 $35,100 $25,000	$26,504 189 $32,100 $23,532	$31,454 675 $34,000 $28,200	$21,854 123 $26,551 $16,192	$25,448 842 $30,396 $20,195	$25,598 402 $32,300 $20,004	$27,650 387 $33,250 $21,840	$27,873 91 $34,000 $18,050	$20,667 10	$28,000 3	$18,227 3	$10,305 12	$30,850 1317 $33,400 $27,996	$26,382 226 $33,180 $17,496	$32,135 867 $34,200 $29,000	$29,476 504 $34,200 $24,996	$33,901 1801 $36,500 $30,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$37,700 5	$34,275 4	$30,345 20 $45,000 $30,600	$33,990 12	$25,417 6	$26,830 29 $30,100 $23,500	$29,591 11	$28,800 5	$34,313 8	$22,560 1		$30,000 1		$35,868 9	$36,291 7	$40,362 54 $46,200 $35,000	$33,860 9	$37,977 46 $48,000 $29,000
MBA - Technical Undergraduate Degree			$32,467 3	$41,963 6		$31,496 1	$37,900 1	$35,000 1						$39,455 4		$40,117 12	$45,000 1	$40,199 18

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$28,487 32 $32,000 $25,800	$26,523 90 $29,500 $23,000	$26,102 57 $30,000 $20,004	$28,714 7	$24,958 16	$24,883 4	$25,400 7	$26,449 29 $28,500 $23,400	$27,339 296 $29,000 $25,200	$25,533 3	$26,843 6	$27,700 12	$25,480 5	$25,400 5	$26,486 28 $29,500 $23,500	$25,094 92 $29,500 $19,440
Business Administration - incl. Management Science	$25,886 52 $29,000 $19,000	$25,789 35 $29,000 $21,000	$24,647 55 $29,000 $20,000	$25,903 15	$25,322 17	$24,000 1	$27,801 6	$25,490 14	$27,202 46 $32,700 $24,000	$22,650 4	$23,490 4	$25,400 3	$33,336 3	$24,706 29 $27,000 $22,000	$25,864 23 $30,000 $22,000	$23,417 82 $28,800 $17,000
Distribution Management		$26,600 3	$30,884 16	$26,200 1	$25,833 3			$23,100 2	$27,650 16		$25,833 6			$24,000 1		$17,967 3
Economics & Finance (incl. Banking)	$25,275 51 $29,400 $19,000	$26,526 63 $30,000 $22,680	$27,550 63 $32,000 $23,000	$28,005 29 $30,000 $24,000	$21,000 9		$26,112 9	$27,432 22 $28,800 $25,000	$26,820 72 $28,800 $25,000	$26,363 7	$26,400 2	$25,999 10	$28,000 3	$23,205 15	$26,387 29 $29,500 $23,400	$23,984 26 $29,000 $17,496
Hotel / Restaurant Management			$23,000 1	$22,000 1					$27,000 1							$21,657 7
Human Resources (incl. Labor Relations)	$24,000 1	$25,513 8	$28,250 2	$21,200 1	$24,500 1	$27,000 1	$20,000 1	$31,000 3	$27,200 11					$27,535 8		
Management Information Systems	$29,295 38 $32,500 $26,000	$28,414 25 $32,000 $24,600	$28,710 9	$26,667 3	$27,727 7			$27,688 9	$29,207 48 $30,684 $27,492			$27,145 5		$21,100 2	$29,381 6	$27,007 6
Marketing / Marketing Management (incl. Research)	$24,756 90 $30,000 $18,000	$24,860 70 $29,800 $21,000	$25,410 120 $31,000 $22,000	$24,729 65 $26,500 $22,800	$24,358 28 $26,200 $21,000		$25,883 18	$22,871 28 $26,000 $18,000	$26,160 52 $28,200 $24,500	$26,006 17	$26,808 4	$24,918 18	$26,757 7	$23,622 29 $27,500 $20,600	$24,000 28 $26,500 $18,500	$24,287 64 $30,000 $18,000
Real Estate																
Advertising	$22,400 5	$20,000 3	$23,374 4		$13,400 1			$15,000 1		$25,500 2				$14,000 1	$25,000 1	$20,667 6
Communications	$24,667 6	$24,200 8	$23,160 13	$23,751 8	$25,000 1			$24,310 4	$20,648 2	$26,433 3		$21,000 1		$23,723 3	$29,500 2	$22,667 19
Journalism	$28,250 2	$21,550 2	$24,870 10					$23,250 1		$26,100 2				$16,000 1	$26,400 1	$23,020 5
Telecommunications / Broadcasting		$34,230 1	$23,000 6							$23,000 2				$24,330 1		$20,360 5
Elementary Education															$17,000 1	$20,347 3
Pre-Elementary Education																$14,200 2
Physical Education	$22,000 1								$20,996 3					$12,000 1		$16,000 1
Special Education		$27,500 1														$24,000 1

Curriculum - Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology																
Textiles & Clothing			$26,000 1	$30,000 1						$18,000 1				$24,777 15		
Merchandising Management		$24,000 1	$28,005 1											$21,900 2		
Foreign Languages		$38,000 2	$24,504 1	$24,332 3							$39,000 2			$27,996 2		$29,004 4
Letters	$24,064 6	$29,167 3	$28,000 1	$24,150 1				$25,000 1		$19,500 2			$24,000 1	$32,000 1	$31,815 1	$22,568 18
Visual & Performing Arts	$28,003 3		$42,099 4	$29,000 1					$23,400 1	$28,000 1		$21,000 1		$15,640 1		$29,899 5
Humanities-Other	$25,250 4		$28,950 8		$19,500 1		$28,000 1	$17,700 2					$27,400 1	$27,500 1		$22,838 8
Criminal Justice			$24,000 1													$22,550 2
History	$18,000 1		$26,496 1		$28,000 1							$31,000 1				$27,000 1
Political Science / Government	$27,000 1	$28,000 1	$24,017 6	$25,990 5				$27,150 2			$22,500 2			$22,692 4	$18,000 1	$21,000 4
Psychology	$22,000 3	$24,460 5	$25,124 4	$25,008 6				$24,500 2	$28,032 1					$20,750 4	$22,500 1	$19,999 9
Sociology		$18,000 1	$27,300 5							$14,500 1	$35,000 1					$22,050 1
Social Sciences-Other	$27,996 1	$28,500 1	$26,165 3	$50,004 2	$24,000 1			$26,500 1					$39,996 1		$16,000 1	$22,500 6
Aerospace & Aeronautical Engineering	$33,250 4	$31,002 9	$26,000 1		$29,000 1				$34,467 3						$30,000 5	$29,281 12
Agricultural Engineering		$26,500 1	$31,528 24 $35,000 $29,000						$36,000 2		$32,000 1				$25,000 2	$32,000 1
Architectural Engineering									$33,300 9							
Bioengineering & Biomedical Engineering	$27,500 1	$32,250 3		$35,000 1				$35,400 1	$33,000 1			$31,833 3			$31,003 3	$28,624 9
Chemical Engineering	$33,183 10	$34,517 60 $36,000 $32,500	$34,792 48 $36,600 $33,000	$35,503 35 $36,396 $35,400	$32,047 15	$33,000 3	$34,747 11	$35,226 66 $36,400 $34,000	$36,235 666 $38,820 $34,100	$38,548 5	$35,004 47 $36,000 $34,200	$33,007 7	$34,000 5	$35,458 29 $38,000 $32,000	$36,001 66 $36,500 $33,400	$34,000 31 $36,000 $33,000
Civil Engineering	$33,500 3	$29,993 10	$31,000 3	$33,000 1	$30,045 17	$30,000 3		$32,150 6	$32,774 115 $35,500 $30,000			$28,567 6	$30,021 4		$28,630 12	$28,745 74 $31,992 $25,500
Computer Engineering	$32,297 84 $35,400 $28,000	$32,555 91 $34,800 $30,000		$33,450 2	$32,079 4			$31,217 12	$32,473 15		$31,700 3	$32,522 6	$32,300 2	$27,000 1	$32,102 10	$30,007 3

Curriculum - Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$32,899 356 $36,000 $30,000	$32,378 850 $34,500 $30,000	$32,398 31 $35,000 $30,000	$33,632 16	$32,641 104 $34,200 $31,200	$32,486 7	$29,127 3	$33,754 53 $35,400 $31,500	$34,132 149 $36,500 $31,500		$33,049 9	$31,883 38 $34,100 $28,500	$33,727 11	$34,221 14	$32,070 73 $35,400 $28,992	$30,158 82 $33,600 $26,000
Environmental Engineering																
Industrial Engineering	$31,665 18	$31,468 135 $33,600 $29,000	$31,155 37 $33,100 $28,000	$32,340 10	$30,954 38 $32,800 $28,200	$28,380 1	$29,950 4	$32,442 21 $34,380 $31,000	$32,982 26 $35,520 $28,800		$27,500 3	$31,384 8	$31,770 10	$30,151 9	$30,408 40 $33,000 $27,000	$29,873 41 $32,500 $25,200
Mechanical Engineering	$32,202 53 $34,000 $30,000	$32,112 440 $34,000 $30,000	$33,400 78 $35,400 $31,500	$32,680 17	$31,798 182 $34,140 $29,820	$32,883 6	$33,882 22 $34,800 $31,000	$33,985 90 $35,508 $32,000	$35,038 440 $37,800 $31,800	$29,500 2	$33,163 44 $34,200 $31,000	$31,929 44 $34,560 $30,000	$31,761 13	$32,730 31 $35,900 $29,120	$32,471 115 $35,400 $30,000	$30,618 110 $33,600 $27,996
Metallurgical Engineering	$32,660 2	$31,827 15		$34,000 1	$32,481 92 $34,200 $31,200	$32,430 10		$35,067 3	$33,825 4		$35,200 1		$30,754 13		$33,267 3	$31,617 6
Mining Engineering					$30,000 1	$30,430 21 $33,036 $28,500			$33,875 4						$34,000 1	$31,500 1
Nuclear Engineering		$33,123 13			$32,560 3				$32,000 1		$31,200 1		$30,600 1		$32,500 1	$28,167 3
Petroleum Engineering									$35,881 136 $39,600 $30,500			$38,000 1				
Textile Engineering								$34,000 1						$31,502 5		$33,000 1
Engineering Technology	$28,971 12	$29,120 56 $33,000 $23,000	$34,500 2	$22,000 1	$30,481 22 $34,000 $27,600	$32,004 1		$30,570 13	$31,910 43 $34,992 $29,400	$26,000 1	$28,733 3	$27,399 15		$18,996 1	$29,749 12	$28,468 24 $35,000 $21,996
Industrial Technology	$36,000 2	$29,763 16		$30,000 1	$23,000 2			$33,300 1	$30,356 5		$33,336 3	$27,333 6		$27,933 3	$33,000 3	$26,500 9
Agribusiness			$22,015 13				$23,000 1		$28,575 4						$22,750 4	$19,763 7
Animal Sciences			$21,053 14				$24,000 1									$15,667 3
Plant Sciences			$24,500 1					$18,246 2							$33,000 1	$23,750 2
Natural Resources							$17,500 1	$22,167 4								
Other Agricultural Sciences			$25,981 27 $30,000 $22,000				$32,500 1								$19,000 1	$26,500 2
Computer Science	$31,545 168 $35,000 $27,000	$31,873 124 $34,500 $29,000	$26,100 9	$32,350 4	$28,244 9		$23,000 1	$30,882 5	$31,202 77 $33,600 $28,800	$24,500 2	$28,950 12	$31,515 4	$27,800 2	$32,250 2	$30,563 12	$29,575 23 $32,000 $26,000
Computer Programming	$29,765 9	$30,880 5			$22,500 1			$28,000 1	$30,780 6		$32,454 2	$30,000 1			$29,940 4	$25,800 1
Information Sciences & Systems	$29,470 34 $33,760 $27,000	$29,583 18	$27,633 3	$33,333 6	$26,743 7		$30,000 1	$29,255 6	$30,173 38 $32,000 $28,560	$29,000 1	$30,600 1	$28,200 1	$29,850 2		$29,913 6	$23,167 3
Systems Analysis	$23,000 2	$32,400 2									$33,900 1					$31,000 2

Curriculum - Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																$19,050 2
Health Sciences																
Nursing													$13,500 1			$24,000 1
Pharmacy																$37,896 5
Actuarial									$24,000 1						$30,996 2	$16,900 3
Architectural & Environmental Design									$30,102 2			$29,200 1			$28,800 1	$21,749 6
Biological		$20,000 1	$15,250 2		$21,600 1			$15,288 1	$30,744 2			$25,000 1		$27,250 1	$23,250 2	$22,333 6
Chemistry		$34,992 2	$27,552 2		$29,633 3		$31,000 1	$30,000 3	$30,317 13				$29,000 1		$25,675 2	$24,840 5
Geological					$24,000 1				$27,593 6			$39,900 1				$17,154 2
Mathematics (incl Statistics)	$29,506 18	$30,419 13	$25,200 1		$29,780 2		$25,000 1	$27,775 2	$30,845 15					$28,128 1	$29,667 3	$25,125 4
Physics	$28,683 6	$33,783 6		$33,000 2					$32,000 1			$18,000 1			$24,350 2	$29,200 2
Other Physical & Earth Sciences								$21,250 2						$22,000 1		$22,500 1
Polymer Science		$33,900 1			$33,120 1								$31,050 2			
Textile Science		$23,000 1							$31,500 1					$26,880 26 $28,500 $25,116		

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,802 289 $32,000 $19,000	$26,029 299 $30,000 $21,300	$26,100 402 $31,000 $21,000	$26,021 149 $30,000 $22,500	$24,418 84 $27,500 $20,000	$25,889 6	$25,955 40 $29,000 $20,800	$25,447 118 $28,800 $20,000	$27,326 533 $30,000 $25,000	$21,830 46 $26,500 $16,200	$27,129 29 $30,300 $23,040	$25,974 51 $30,000 $20,000	$28,100 21 $30,000 $25,000	$24,100 126 $28,000 $19,500	$25,518 114 $29,500 $20,400	$23,801 394 $30,000 $17,000
Technical Curricula	$32,095 782 $35,100 $28,000	$32,100 1872 $34,500 $29,900	$30,859 296 $35,400 $24,000	$33,817 91 $36,000 $31,200	$31,699 506 $34,140 $28,800	$31,530 52 $34,000 $29,500	$31,733 48 $35,000 $25,000	$33,273 318 $36,000 $29,000	$34,751 1795 $38,000 $30,000	$30,973 11	$33,116 131 $35,700 $30,300	$30,985 135 $34,116 $26,500	$31,440 67 $34,800 $28,500	$31,325 115 $36,000 $25,800	$31,836 389 $35,900 $28,128	$29,295 487 $34,200 $23,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$38,633 23 $44,000 $34,000	$36,885 24 $44,000 $29,000	$39,176 38 $49,000 $30,000	$39,767 24 $49,000 $29,004	$32,332 9	$33,000 2	$40,200 1	$34,700 9	$36,377 41 $42,996 $29,400	$33,067 3	$34,300 2	$32,067 3	$36,013 3	$30,000 1	$40,487 15	$32,917 18
MBA - Technical Undergraduate Degree	$41,256 4	$38,667 9	$38,300 7	$39,667 3	$39,050 2			$35,950 4	$38,000 10		$40,000 1	$42,500 1		$40,000 2	$36,350 2	

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876	639
90th Percentile	$28,000	
10th Percentile	$21,600	

Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$26,833 3600 $30,500 $23,000	$25,310 1199 $29,000 $20,000	$21,225 20 $24,500 $15,000	$26,292 12	$26,729 7	$32,000 1	$22,123 1		$26,010 184 $29,500 $21,900	$29,250 2	$29,000 1	$20,804 1				$30,000 2		
Business Administration (incl. Management Science)	$24,892 67 $33,000 $20,000	$22,472 44 $28,800 $14,000	$22,650 38 $26,000 $17,400	$22,278 28 $27,000 $19,300	$27,242 18	$21,167 2	$28,500 2	$18,075 4	$25,653 67 $30,000 $21,000	$23,110 21 $28,000 $16,200	$23,284 46 $25,000 $20,800	$22,061 57 $25,000 $18,000	$12,000 1		$29,000 1	$26,448 8	$20,299 9	$22,300 2
Distribution Management																		
Economics & Finance (incl. Banking)	$27,308 183 $31,000 $23,500	$25,698 198 $30,000 $21,000	$21,972 154 $26,004 $18,000	$24,448 200 $28,000 $20,000	$28,844 91 $34,000 $23,000	$25,688 18	$24,249 8	$24,599 15	$26,754 489 $32,000 $20,400	$23,946 42 $30,000 $18,000	$23,977 79 $27,660 $20,000	$23,428 46 $26,000 $20,796				$29,788 2	$22,867 3	$29,433 3
Hotel / Restaurant Management																	$23,000 1	
Human Resources (incl. Labor Relations)		$20,000 1		$19,000 2					$20,826 2		$21,580 5	$21,054 7						$19,992 1
Management Information Systems	$28,635 11	$27,140 5							$28,464 10	$31,500 1	$13,200 1	$23,000 1				$24,000 1		
Marketing / Marketing Management (incl. Research)	$26,066 6	$24,542 12	$21,283 18	$21,457 14	$29,458 4			$18,917 3	$24,687 13	$23,428 7	$24,915 29 $30,000 $18,000	$22,212 25 $25,000 $18,200	$22,500 2	$19,975 4	$17,000 1	$29,500 2	$19,214 7	$17,925 4
Real Estate		$25,200 1		$26,500 2			$30,000 3		$29,249 4	$18,000 1	$29,350 2	$22,000 1						
Advertising									$19,000 2	$18,000 1			$15,000 1	$17,000 7		$15,600 1	$17,983 6	$15,000 2
Communications		$24,000 3	$29,067 3	$26,333 3	$30,000 2			$18,000 1	$29,360 5	$25,500 2	$27,000 1	$20,781 8	$17,000 2	$16,493 3	$18,248 7	$21,052 10	$20,177 25 $25,000 $16,000	$19,299 12
Journalism									$25,000 1			$19,002 3	$18,996 1	$19,000 1	$15,056 12	$21,360 2	$19,962 10	$18,100 26 $25,200 $13,000
Telecommunications / Broadcasting											$24,375 8	$19,648 1		$20,239 5	$12,500 3	$20,786 7	$19,648 3	$19,000 2
Elementary Education									$25,000 1							$19,000 1		
Pre-Elementary Education																		
Physical Education		$30,996 2			$13,000 1				$27,996 1									
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$20,000 1						$20,000 1
Textiles & Clothing																		
Merchandising Management													$12,480 1					
Foreign Languages	$31,000 1	$27,996 2	$18,780 3	$28,917 3		$26,004 2		$18,500 1	$32,000 1								$27,376 4	$21,680 5
Letters	$26,603 6	$22,000 1	$20,938 8	$23,600 5	$33,000 4				$25,250 2		$24,300 6	$21,978 7	$18,000 1	$18,000 2	$15,500 3	$22,500 2	$18,544 9	$22,000 28 $27,500 $17,000
Visual & Performing Arts		$14,750 2			$30,000 1				$17,100 1		$24,000 1		$19,625 15	$13,500 1			$20,445 3	
Humanities-Other		$24,000 1	$24,033 3	$30,000 2	$35,000 1			$21,250 2	$20,000 1		$23,686 5	$22,022 9	$18,375 4			$10,000 1	$31,972 4	$25,500 1
Criminal Justice							$19,200 1				$24,750 2	$20,250 2						
History			$22,376 4	$32,000 2	$31,000 4				$20,429 7		$21,500 2	$23,250 2		$17,500 1		$26,000 1	$20,000 3	$22,338 3
Political Science / Government	$31,000 1	$23,000 2	$21,786 7	$27,500 6	$38,000 7			$26,333 3	$20,315 13	$24,000 3	$20,417 6	$25,917 6		$31,000 1		$19,500 1	$22,196 5	$19,167 3
Psychology	$29,500 2	$29,300 2	$18,780 5	$21,000 2	$38,200 3			$24,750 2	$24,350 4	$13,750 2	$22,025 4	$24,000 3		$25,000 1		$25,000 1	$17,590 4	$16,131 8
Sociology			$24,000 2							$22,000 1		$22,000 1	$14,500 1			$18,000 1		
Social Sciences-Other	$20,000 1		$19,665 10	$19,813 3	$30,625 4	$30,000 1		$18,500 1	$31,000 9	$21,000 2	$23,050 2	$21,733 3		$20,000 2		$20,000 1	$17,843 10	$16,199 5
Aerospace & Aeronautical Engineering										$31,000 1								
Agricultural Engineering									$24,996 1							$35,000 1		
Architectural Engineering																		
Bioengineering & Biomedical Engineering									$36,000 1									
Chemical Engineering													$34,000 1			$20,000 2		
Civil Engineering								$27,300 1	$30,353 4									
Computer Engineering																$33,300 1		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering	$31,000 1				$40,000 1	$31,500 1	$32,000 1	$28,000 1	$32,233 3			$32,000 1	$32,700 1	$32,610 2		$31,679 7	$31,500 1	$30,720 1
Environmental Engineering																		
Industrial Engineering	$30,600 1	$28,050 2	$27,500 1		$31,500 2	$31,000 1			$31,625 4	$32,000 1						$33,097 5		
Mechanical Engineering					$33,847 3				$32,750 2				$27,300 1			$32,325 4		
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																$15,000 1		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology							$30,500 1				$29,117 6							
Industrial Technology																		
Agribusiness	$25,500 1	$25,333 3		$18,650 4			$18,000 1			$20,000 1		$13,200 1					$29,000 1	
Animal Sciences																		$18,999 4
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences				$19,500 1														
Computer Science		$26,520 1	$38,000 1		$30,333 3	$28,500 1		$32,000 1	$29,500 1		$18,000 1	$22,500 1	$19,000 1		$31,824 1	$28,275 1	$29,250 2	$24,000 1
Computer Programming									$32,500 2									
Information Sciences & Systems		$30,000 1	$25,400 1		$30,000 1		$19,000 1		$28,500 1									$36,000 2
Systems Analysis																		

CONTINUED ...

FUNCTIONAL AREA

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences		$22,000 1		$21,900 1								$22,800 1						
Nursing												$19,100 1						
Pharmacy																		
Actuarial																	$15,400 2	
Architectural & Environmental Design	$27,000 1										$30,000 1		$20,721 4				$24,900 1	
Biological		$30,744 2									$22,000 1	$28,500 1						
Chemistry									$31,250 2									
Geological														$17,154 2				
Mathematics (incl. Statistics)	$29,000 4	$14,560 1	$34,000 1	$20,567 3	$30,400 5			$26,000 1	$27,478 15	$33,750 2	$25,500 3	$23,920 5	$33,000 1				$15,500 1	
Physics									$29,500 1							$23,912 1		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science													$27,000 1					

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,029 4100 $30,800 $23,000	$25,267 1475 $29,500 $20,000	$21,776 275 $26,004 $17,400	$24,290 293 $28,500 $20,000	$28,610 199 $34,000 $22,000	$25,022 16	$25,467 15	$22,500 32 $28,000 $18,000	$26,541 737 $31,200 $20,400	$23,296 98 $30,000 $16,500	$23,647 209 $28,000 $20,098	$22,396 180 $25,500 $19,000	$18,547 29 $25,900 $12,480	$18,911 29 $25,000 $14,000	$15,983 27 $20,000 $12,000	$22,537 44 $30,000 $15,000	$28,858 186 $25,900 $14,400	$18,569 164 $26,400 $13,780
Technical Curricula	$20,783 8	$26,861 11	$31,475 4	$20,288 8	$32,300 15	$30,333 3	$24,875 4	$25,325 4	$29,663 37 $35,000 $25,000	$25,700 9	$29,757 12	$23,427 11	$25,000 10	$32,610 2	$22,044 3	$30,896 23 $35,000 $23,912	$23,824 8	$25,339 9

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting		$20,000 1	$21,433 3	$27,000 1		$24,000 1	$22,333 6	$16,000 1	$22,836 44 $26,880 $19,025	$17,880 1	$22,000 1	$20,497 2	$20,000 1					
Business Administration - incl. Management Science	$16,000 3	$25,056 79 $33,000 $16,000	$24,451 85 $28,500 $19,500	$25,046 37 $33,000 $18,000	$24,194 23 $27,500 $19,500	$24,191 34 $27,500 $18,200	$23,891 244 $28,000 $18,000	$22,055 9	$23,864 13	$25,000 1	$31,857 3	$20,376 12				$29,500 2		$24,386 7
Distribution Management			$23,140 1	$26,573 57 $32,000 $20,484		$25,800 5	$20,467 6					$21,388 6						
Economics & Finance (incl. Banking)	$29,067 3	$25,539 20 $30,000 $19,000	$23,793 40 $28,000 $19,000	$24,857 7	$23,829 14	$24,238 8	$24,777 209 $30,004 $19,000	$21,499 3	$23,219 27 $26,500 $20,195	$23,910 19	$19,092 2	$20,799 12		$28,750 2		$33,280 3		$24,000 2
Hotel / Restaurant Management		$22,857 3					$22,000 2											
Human Resources (incl. Labor Relations)		$23,125 4		$27,500 1	$34,888 1		$22,331 26 $25,000 $18,000	$20,195 1	$24,000 1					$31,000 1				$28,212 6
Management Information Systems		$24,233 6			$31,900 1		$24,740 9	$29,000 1				$21,006 2		$24,906 2				
Marketing / Marketing Management (incl. Research)	$22,355 32 $25,500 $18,000	$24,532 86 $30,000 $18,000	$23,526 188 $27,000 $19,000	$25,486 38 $28,030 $22,100	$24,889 55 $29,736 $19,000	$24,774 8	$24,141 923 $28,200 $18,000	$22,199 7	$17,231 4	$23,788 2	$24,506 9	$19,006 6	$21,996 1	$20,195 1		$26,000 1		$27,900 3
Real Estate							$23,750 6											
Advertising	$20,080 25 $24,996 $15,000	$12,000 1	$15,000 1				$22,955 41 $30,000 $16,500	$11,000 1	$21,000 1									$20,000 1
Communications	$19,288 8	$22,250 6	$22,500 8	$21,936 3	$22,886 7		$22,146 186 $29,500 $16,000	$17,196 5	$22,000 1		$19,333 3	$19,800 2	$23,000 1					$37,200 1
Journalism	$16,320 5	$17,250 4	$22,217 6			$18,250 2	$23,985 29 $28,500 $18,000	$17,550 2				$21,480 1						
Telecommunications / Broadcasting	$19,500 4		$21,794 8		$16,500 1	$15,000 1	$22,026 18											
Elementary Education							$25,000 1				$17,000 1	$28,000 1						
Pre-Elementary Education																		
Physical Education		$14,500 2					$24,000 2				$25,000 1	$18,870 3						
Special Education										$25,000 1						$27,000 1		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology			$22,000 3				$18,000 2											
Textiles & Clothing		$18,500 1	$20,484 90 $23,000 $18,000				$21,389 9									$28,500 1		$25,533 3
Merchandising Management		$21,250 2	$21,043 19				$21,798 10											
Foreign Languages		$39,000 2	$23,956 5		$26,500 2		$22,285 12	$18,000 1				$19,528 2	$24,768 3					
Letters	$17,800 5	$23,792 3	$24,698 10	$26,000 2	$22,000 1		$21,805 18	$17,147 3				$16,800 1	$16,305 1					$31,500 1
Visual & Performing Arts	$36,898 5		$26,250 8				$20,200 9											
Humanities-Other	$22,500 1	$35,857 3	$22,105 17	$32,000 2			$24,407 33 $28,280 $19,000	$10,000 1	$31,850 2		$24,000 3	$18,875 4						
Criminal Justice			$13,500 2				$24,167 3	$19,000 1			$22,957 24 $30,000 $17,500							
History	$23,750 4	$15,000 1	$25,000 4		$23,000 3		$23,886 15	$25,000 1				$23,839 6	$24,996 1	$16,000 1				
Political Science / Government	$18,200 2	$24,500 6	$25,985 13			$14,100 1	$24,089 32 $29,460 $18,000	$22,324 8	$23,000 4	$20,000 1	$22,000 1	$21,939 12	$20,195 1					
Psychology	$24,500 2	$29,250 2	$23,100 20 $27,000 $19,000	$13,500 1	$24,000 2	$23,000 2	$22,569 39 $27,500 $17,000		$21,956 2		$19,775 4	$22,500 2						
Sociology			$18,833 3		$19,833 3		$23,943 12				$21,500 1							
Social Sciences-Other	$25,857 3	$27,000 3	$23,000 3		$20,000 3		$26,037 13	$19,333 3	$28,000 1		$12,480 1	$23,483 6						
Aerospace & Aeronautical Engineering							$33,500 1					$22,500 2	$27,000 1			$29,905 80 $32,780 $26,400		$31,367 23 $31,980 $30,420
Agricultural Engineering		$28,876 4	$30,000 1				$29,004 1									$28,000 3	$25,000 2	$29,518 18
Architectural Engineering																$29,284 60 $34,200 $25,000		
Bioengineering & Biomedical Engineering							$28,000 2								$28,723 12			$33,531 4
Chemical Engineering	$30,000 1	$34,417 6		$34,000 2	$33,720 1		$35,821 17	$25,000 1			$36,000 2	$25,000 1			$36,937 72 $37,200 $33,595	$33,905 56 $36,500 $30,000	$33,836 34 $36,000 $30,000	$34,850 131 $36,240 $33,000
Civil Engineering							$29,799 5					$21,718 5		$25,734 9	$28,883 9	$27,812 666 $33,000 $23,796	$25,462 147 $33,276 $23,796	$30,648 23 $33,500 $26,000
Computer Engineering					$30,885 3		$23,799 2					$25,244 1				$30,885 7	$25,800 3	$30,580 5

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$38,133 3	$38,000 1	$31,500 1	$32,380 7		$31,483 59 $33,600 $30,000	$25,900 3		$88,380 2	$32,060 6	$26,040 15			$36,000 1	$31,706 334 $34,800 $29,000	$30,975 12	$32,430 365 $35,000 $30,000
Environmental Engineering																	$28,220 4	
Industrial Engineering		$35,760 2	$23,000 1	$30,660 1	$31,020 1	$26,580 1	$30,050 43 $32,032 $29,000				$31,800 1	$24,040 5	$24,501 3			$29,073 58 $33,300 $24,996	$27,644 4	$30,731 429 $33,600 $26,500
Mechanical Engineering		$33,031 9			$30,096 1	$30,000 1	$31,286 69 $33,600 $28,200	$27,431 5	$27,500 1	$33,000 1	$32,344 1	$24,210 9	$32,000 1		$32,332 9	$31,739 551 $35,400 $28,000	$31,083 31 $34,560 $28,800	$32,364 857 $35,400 $29,000
Metallurgical Engineering	$30,000 1						$30,000 4							$25,000 1		$32,500 10		$32,535 69 $34,800 $30,000
Mining Engineering							$29,000 2									$30,000 3	$22,500 4	$36,000 1
Nuclear Engineering																$32,407 8	$32,220 1	
Petroleum Engineering																$34,110 16	$27,500 1	$37,723 12
Textile Engineering																		
Engineering Technology		$26,040 4	$30,000 1		$34,992 1	$22,992 1	$25,305 26 $32,304 $18,000					$26,252 1				$28,944 83 $34,080 $21,996	$29,580 5	$30,983 82 $36,000 $25,000
Industrial Technology							$24,493 1									$31,500 3		$29,630 90 $34,692 $26,400
Agribusiness		$24,302 5	$22,500 4	$17,500 1	$23,460 2		$25,000 23 $30,000 $18,000	$17,964 2								$24,720 1	$21,000 1	
Animal Sciences		$12,000 1	$19,000 1				$25,375 2											
Plant Sciences			$19,992 1				$24,125 4										$34,992 1	
Natural Resources												$20,700 1		$17,000 1				
Other Agricultural Sciences							$29,975 4	$17,000 1										$29,033 3
Computer Science		$34,000 1					$32,115 4					$25,027 2	$32,700 1			$31,910 6	$29,300 1	$31,100 3
Computer Programming																$28,500 2		
Information Sciences & Systems			$20,500 1				$18,000 1					$24,747 2				$36,000 1		
Systems Analysis																		$33,000 2

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences							$13,250 1											
Nursing											$13,500 1							$28,500 1
Pharmacy		$40,000 1		$37,450 4			$32,000 2											
Actuarial		$24,000 2					$28,095 3											
Architectural & Environmental Design							$19,992 1							$24,089 9		$27,818 17	$21,350 2	$29,400 1
Biological		$35,000 1	$15,750 2				$26,939 15	$22,000 1				$19,400 2		$20,267 3	$21,888 2		$26,375 2	$21,600 1
Chemistry					$29,000 1	$27,354 4	$27,755 25 $30,000 $23,200	$24,706 1			$16,000 1				$27,888 2		$24,450 2	$28,000 3
Geological							$27,500 2				$18,000 1	$26,994 2		$19,600 1		$23,000 1	$22,600 3	
Mathematics (incl. Statistics)		$33,500 1	$22,800 1		$30,980 2		$26,400 5		$25,200 1			$18,662 3				$26,000 1		$30,420 1
Physics							$21,995 1					$22,500 2						
Other Physical & Earth Sciences							$24,933 3							$15,264 2			$27,500 1	$24,500 1
Polymer Science																		
Textile Science		$24,000 1					$24,800 2											

BACHELOR'S SUMMARY

Nontechnical Curricula	$21,783 102 $26,496 $15,000	$24,633 235 $31,000 $18,000	$23,016 137 $27,000 $19,000	$25,724 149 $32,000 $18,200	$34,288 116 $30,000 $16,500	$23,858 62 $28,000 $18,000	$23,961 1637 $29,000 $18,000	$28,321 48 $27,000 $16,000	$22,950 100 $28,000 $18,000	$25,288 25 $27,000 $19,500	$22,857 54 $30,000 $17,000	$21,108 80 $25,776 $16,000	$22,311 9	$24,985 7		$30,185 8		$26,541 24 $30,400 $20,400
Technical Curricula	$30,380 2	$30,888 41 $35,400 $24,000	$23,198 14	$33,229 9	$30,736 19	$27,272 7	$29,435 334 $33,600 $22,500	$24,374 14	$28,380 2	$33,488 3	$28,937 13	$34,288 53 $30,306 $19,460	$27,882 6	$23,187 26 $27,500 $17,500	$33,103 107 $36,900 $26,500	$30,096 1990 $34,800 $24,752	$29,334 791 $34,800 $23,795	$32,889 2136 $35,400 $28,176

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting	$27,360 2								$28,400 4	$27,500 2			$31,500 3					
Business Administration / incl. Management Science	$28,755 8		$27,700 2		$19,000 1		$20,000 1	$32,200 2	$27,587 4	$21,097 10	$16,000 1			$20,000 1	$30,200 1			$28,750 2
Distribution Management																		
Economics & Finance (incl. Banking)	$29,300 3		$27,000 1				$23,000 1	$33,000 1	$24,971 7	$19,625 4								$31,750 2
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)							$35,004 1		$24,000 1									
Management Information Systems	$29,143 10		$30,000 1		$28,500 2				$28,575 8									
Marketing / Marketing Management (incl. Research)	$29,700 1	$24,000 1	$26,800 2					$35,000 2	$24,800 3	$26,470 3								$19,500 2
Real Estate																		
Advertising																		
Communications																		
Journalism									$28,000 2									
Telecommunications / Broadcasting									$22,500 1									
Elementary Education																		$18,833 3
Pre-Elementary Education																		$22,225 1
Physical Education													$12,000 1			$15,000 2		$19,997 3
Special Education																		$23,500 2

Curriculum - Continued

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology												$14,000 1						$19,200 1
Textiles & Clothing					$29,000 1				$22,000 1									
Merchandising Management																		
Foreign Languages																		
Letters																		$18,333 3
Visual & Performing Arts						$21,000 1			$19,500 2	$12,000 1								
Humanities-Other					$33,000 1	$28,000 1			$26,126 2			$22,600 2						
Criminal Justice										$18,500 1				$15,000 1				
History											$22,500 2							
Political Science / Government					$32,500 2									$18,000 1				$18,240 2
Psychology					$25,000 1					$14,700 4		$14,000 1	$15,000 1					$17,100 10
Sociology																		$19,000 1
Social Sciences-Other											$15,400 1							$13,000 4
Aerospace & Aeronautical Engineering	$30,580 18	$31,793 9	$21,300 12	$30,544 8	$30,364 36 $32,700 $25,608	$30,323 35 $31,000 $26,200	$30,400 1	$30,784 21 $32,700 $28,500	$30,892 95 $34,000 $27,000									
Agricultural Engineering					$34,972 6	$26,500 1		$32,138 6	$30,834 19									
Architectural Engineering						$27,000 1		$26,020 9	$28,467 3									
Bioengineering & Biomedical Engineering	$34,500 2			$32,470 1	$32,787 3		$33,000 1	$33,400 1	$28,545 19									
Chemical Engineering	$36,000 1	$32,000 3	$30,411 9	$31,473 3	$30,462 101 $37,380 $33,300	$33,040 12	$35,484 1437 $37,200 $33,300	$34,209 127 $37,000 $28,200	$34,783 201 $37,200 $32,400					$20,150 1				
Civil Engineering	$31,200 2	$31,676 13	$29,000 2		$29,991 9	$29,038 12	$28,872 7	$28,903 110 $33,000 $24,744	$28,434 209 $33,000 $24,500									
Computer Engineering	$30,956 66 $34,049 $26,800	$28,793 3	$32,423 90 $36,000 $29,500	$32,480 44 $35,000 $30,500	$31,687 15	$30,500 7		$29,091 7	$31,968 95 $34,600 $28,800								$36,600 1	

Curriculum - Continued

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$31,843 178 $35,000 $28,000	$31,885 326 $34,020 $29,100	$31,645 218 $36,000 $26,040	$32,471 291 $34,700 $30,000	$32,030 186 $36,000 $26,252	$31,014 106 $34,200 $26,252	$32,887 47 $36,240 $30,000	$31,711 329 $35,500 $26,252	$31,567 790 $34,520 $26,252			$31,002 2				$20,000 1		
Environmental Engineering								$31,200 1	$30,000 1									
Industrial Engineering	$31,782 25 $33,576 $28,800	$29,636 11	$33,950 4	$32,083 6	$32,130 10	$32,144 9	$29,880 12	$30,435 28 $33,600 $26,252	$30,351 175 $33,600 $26,250									$36,000 1
Mechanical Engineering	$31,171 52 $33,600 $28,500	$31,785 98 $34,200 $28,674	$30,324 11	$32,267 42 $34,000 $30,500	$31,808 172 $35,700 $27,000	$30,134 72 $33,000 $26,252	$33,935 101 $37,000 $30,000	$32,914 522 $36,000 $29,400	$31,942 800 $35,304 $27,720			$33,000 1						
Metallurgical Engineering	$30,000 1	$27,000 1		$32,940 3	$32,256 10	$33,020 5	$31,923 13	$32,884 51 $34,500 $32,000	$31,700 34 $34,000 $29,000									
Mining Engineering					$31,250 2			$29,485 22 $33,000 $25,980	$30,450 10									
Nuclear Engineering		$32,861 7		$35,000 1	$31,100 5	$24,000 1	$32,700 2	$30,457 3	$32,730 25 $34,500 $31,000									$29,900 1
Petroleum Engineering					$37,002 2	$28,350 4	$35,523 13	$35,016 55 $38,100 $32,000	$34,751 55 $39,600 $27,600									
Textile Engineering							$36,500 2	$33,302 5	$33,500 2									
Engineering Technology	$28,700 7	$30,196 15	$27,328 6	$27,480 8	$29,284 10	$29,933 20 $32,400 $25,200	$31,433 3	$29,480 56 $34,500 $25,000	$29,273 98 $34,500 $23,400		$31,533 18							
Industrial Technology	$22,500 1	$30,900 1					$33,000 1		$26,976 8									
Agribusiness																		$18,000 1
Animal Sciences												$14,004 1						$17,396 3
Plant Sciences					$23,000 1													$17,000 1
Natural Resources							$29,668 1						$25,000 1					
Other Agricultural Sciences	$33,000 1																	
Computer Science	$30,605 50 $34,500 $27,000		$31,737 110 $35,500 $28,200	$31,227 9	$30,500 7	$27,700 2		$30,000 6	$30,783 63 $34,000 $27,000	$27,500 1		$18,000 1					$25,111 7	$27,500 2
Computer Programming	$27,000 6		$31,154 9		$31,000 1													
Information Sciences & Systems	$29,100 3		$32,172 5	$32,333 3	$33,000 2				$30,000 1								$22,003 3	
Systems Analysis	$33,000 1	$30,500 1																

Continued

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health							$33,960 1			$18,133 3		$25,161 22 $28,500 $23,000		$27,246 10		$30,621 54 $32,000 $28,000		$25,501 32 $31,200 $20,280
Health Sciences										$21,903 5		$25,560 5	$22,000 1	$27,305 4		$18,333 3		$19,811 10
Nursing										$25,893 3			$28,319 239 $33,250 $22,500					$37,704 1
Pharmacy															$37,575 67 $45,973 $29,368			
Actuarial																		
Architectural & Environmental Design					$29,400 3			$28,958 10	$27,352 16									
Biological							$42,000 1		$17,000 1	$40,000 1	$19,000 1	$19,110 4						$21,169 12
Chemistry	$27,820 1				$28,384 32 $32,000 $22,500	$24,770 7	$29,775 22 $31,008 $28,704	$29,900 1	$42,000 1									$21,300 2
Geological					$15,000 1			$29,400 2	$29,732 3									
Mathematics (incl. Statistics)	$30,406 6		$34,335 10			$26,930 2		$28,100 2	$28,730 9					$26,000 1				
Physics	$28,917 6	$30,360 1	$33,435 3	$33,800 1	$31,512 5		$33,000 1	$30,333 3	$30,587 16									
Other Physical & Earth Sciences																		$35,000 1
Polymer Scientist					$31,140 2				$32,225 5									
Textile Science								$31,500 1										

BACHELOR'S SUMMARY

Nontechnical Curricula	$29,908 24 $30,000 $27,240	$24,000 1	$27,667 6		$28,459 8	$24,500 2	$26,001 3	$33,480 5	$26,214 35 $31,500 $20,000	$26,858 25 $27,000 $16,000	$16,100 4	$18,300 4	$24,420 5	$15,000 3	$30,200 1	$15,000 2		$18,940 30 $23,500 $13,800
Technical Curricula	$31,197 436 $34,500 $27,000	$31,736 485 $34,020 $28,674	$31,851 497 $36,000 $27,000	$32,303 417 $34,750 $29,500	$32,328 681 $36,700 $26,252	$30,244 296 $34,200 $25,200	$35,061 1866 $37,200 $32,100	$32,125 1378 $36,000 $26,500	$31,397 2800 $35,400 $26,252	$24,815 13	$30,874 19	$24,577 36 $29,004 $20,009	$28,279 241 $33,250 $22,500	$26,922 25 $30,000 $24,000	$37,575 67 $45,973 $29,368	$29,892 58 $32,000 $27,000	$25,830 11	$23,531 67 $31,500 $17,352

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$27,779 18	$22,457 5	$27,966 6				$27,488 43 $30,000 $25,500	$20,000 1	$23,744 42 $27,800 $18,600					
Business Administration - incl. Management Science	$19,975 4	$16,367 3	$23,375 4	$15,600 1	$27,121 39 $32,700 $21,000	$20,118 26 $31,500 $25,000	$26,286 19	$25,833 3			$27,700 109 $32,000 $24,500	$23,534 47 $30,000 $17,000	$21,714 60 $27,600 $17,000	$26,500 1		$29,300 5		$18,200 13
Distribution Management					$26,000 1		$28,500 2				$27,500 1		$23,650 28 $24,200 $18,000				$18,000 1	
Economics & Finance (incl. Banking)	$21,098 3				$26,018 28 $28,500 $20,800	$26,037 33 $30,000 $24,000	$26,628 18	$28,308 6	$16,668 3		$28,353 192 $32,000 $25,000	$22,601 18	$22,914 348 $29,500 $18,000	$20,178 1	$22,250 2	$25,314 7	$28,500 4	$18,986 7
Hotel / Restaurant Management												$20,667 3	$20,701 200 $23,000 $18,000					
Human Resources (incl. Labor Relations)	$17,525 2	$16,450 1				$26,000 1						$24,548 48 $30,700 $18,000	$21,151 26 $25,000 $18,000					$15,500 1
Management Information Systems					$27,450 131 $31,500 $24,000	$26,895 225 $30,500 $22,800	$28,060 113 $31,000 $24,800				$28,951 45 $32,200 $25,500	$30,328 3	$26,233 10					
Marketing / Marketing Management (incl. Research)	$15,738 1		$30,000 1		$23,720 5	$25,493 15	$28,060 5				$26,005 21 $30,000 $24,000	$27,517 6	$21,635 392 $26,000 $18,000		$20,000 1			$24,934 3
Real Estate	$16,300 1										$26,400 5		$16,000 2			$18,000 1		
Advertising											$29,750 2		$21,091 11					
Communications	$21,283 4	$20,500 2	$14,500 1				$29,600 1				$22,600 7	$17,867 3	$20,030 103 $24,150 $15,000			$20,000 1	$21,000 1	$21,967 3
Journalism			$20,500 2						$16,500 2			$24,250 2	$18,728 18			$15,900 1		$11,000 2
Telecommunications / Broadcasting				$11,000 1					$13,000 1		$24,000 1	$16,600 1	$19,583 6					
Elementary Education	$21,000 1	$14,156 14	$16,565 1								$18,400 1	$18,600 2	$18,000 1					$19,066 570 $23,760 $13,000
Pre-Elementary Education				$15,024 2														$17,514 36 $22,347 $12,000
Physical Education		$17,000 2							$13,500 2				$17,050 4					$20,483 41 $24,000 $17,000
Special Education		$19,308 5																$20,327 114 $23,940 $17,500

Curriculum - Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology				$14,899 3														$20,870 8
Textiles & Clothing					$20,500 1								$20,129 36 $26,000 $14,560					$19,900 1
Merchandising Management													$18,764 60 $22,000 $15,000					$17,004 2
Foreign Languages	$12,000 1			$15,225 1							$28,000 2		$23,235 11		$20,000 1	$26,000 2		$20,464 9
Letters	$16,483 10	$15,980 2	$15,514 7	$17,200 1	$28,400 1	$32,000 1	$31,000 1				$26,346 13	$17,102 5	$22,085 37 $29,000 $18,000		$23,100 10	$22,000 1		$20,004 43 $24,000 $15,000
Visual & Performing Arts		$21,500 1		$17,800 1							$21,000 1	$19,296 2	$19,356 7		$16,000 1			$19,419 56 $24,500 $14,004
Humanities-Other	$21,372 4		$15,000 1	$19,400 1	$33,280 5		$31,500 2				$32,067 3	$23,333 3	$18,851 29 $21,000 $16,000		$20,639 3	$17,000 1		$18,409 11
Criminal Justice	$12,000 1	$19,900 4		$12,000 1									$18,943 9		$16,360 4			$22,500 1
History			$12,000 2	$19,727 2		$26,200 1				$20,000 1	$29,250 6	$20,000 4	$20,849 18		$20,931 11	$19,493 3		$18,388 10
Political Science / Government	$17,350 2	$15,794 2	$14,225 4	$15,100 1	$28,150 2	$31,020 5	$28,400 1				$30,856 16	$25,300 1	$21,554 50 $25,000 $16,000		$26,921 18	$12,000 1		$19,295 3
Psychology	$20,343 7	$16,205 37 $21,000 $11,400	$13,750 2	$16,547 17	$27,157 1	$24,200 1			$20,004 1		$30,700 5	$21,861 13	$22,090 63 $27,000 $18,300		$20,333 3	$14,560 1		$18,038 9
Sociology	$17,600 2	$16,222 10	$30,000 1	$18,941 17	$28,500 1							$17,004 2	$20,641 21 $24,000 $15,600					$19,663 2
Social Sciences-Other	$18,660 5	$16,650 11	$12,667 6	$17,564 32 $21,300 $14,000		$22,502 4	$27,720 1			$30,000 1	$30,727 11	$21,171 12	$23,918 33 $28,500 $18,000		$20,845 7	$17,700 2		$19,255 10
Aerospace & Aeronautical Engineering							$29,425 8				$30,583 6						$26,252 2	
Agricultural Engineering									$25,866 2				$21,250 2					
Architectural Engineering																		
Bioengineering & Biomedical Engineering									$22,000 1		$31,901 5							
Chemical Engineering					$33,840 1		$35,350 8				$30,719 9		$32,370 8				$35,418 2	
Civil Engineering							$28,933 9			$20,200 4	$27,554 40 $30,000 $26,000		$20,113 8				$31,000 1	$20,004 1
Computer Engineering					$36,867 75 $34,000 $26,000	$33,801 8	$31,641 17				$29,417 12		$20,370 2					$24,000 1

Curriculum - Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering			$24,000 1		$31,846 21 $33,130 $29,120	$31,294 16	$31,160 22 $33,500 $28,000				$30,060 94 $34,500 $26,000	$30,400 1	$32,025 37 $34,000 $30,500				$31,126 2	$28,000 1
Environmental Engineering																		
Industrial Engineering		$27,600 1			$24,990 2	$31,573 15	$31,744 9		$30,000 1		$29,755 97 $31,800 $26,000		$30,524 27 $33,000 $27,600				$26,234 1	
Mechanical Engineering			$14,000 1		$31,719 4	$29,790 5	$31,285 35 $33,000 $27,000				$29,527 61 $33,096 $25,000		$31,027 41 $34,200 $29,000			$32,400 1	$32,515 4	
Metallurgical Engineering											$28,590 3		$33,420 1					
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering													$25,500 1					
Engineering Technology					$27,814 7	$31,857 11	$29,920 5				$27,440 5		$27,660 10				$24,000 1	
Industrial Technology												$24,000 1	$21,500 2					
Agribusiness							$25,200 1		$20,730 40 $25,000 $16,000		$20,496 1		$20,389 20 $24,000 $18,000					
Animal Sciences									$19,290 36 $22,880 $16,000		$21,333 3		$25,575 4					
Plant Sciences					$21,000 1				$20,049 17		$22,000 1		$21,184 3			$19,002 2		
Natural Resources									$17,825 17		$20,000 1		$21,000 2					
Other Agricultural Sciences									$23,519 20 $27,000 $19,000				$24,681 16			$20,496 2		$24,500 2
Computer Science	$42,000 3	$36,000 1			$29,146 379 $33,400 $23,426	$29,653 119 $34,500 $24,000	$30,096 286 $34,000 $25,500				$29,877 71 $32,500 $27,000	$29,904 1	$29,083 10	$21,230 2			$31,000 1	$19,999 3
Computer Programming					$27,401 91 $32,000 $22,500	$27,850 7	$30,500 2				$29,500 5		$27,036 1					
Information Sciences & Systems					$28,834 223 $32,146 $24,000	$29,780 90 $34,000 $24,000	$29,603 73 $33,600 $27,000				$29,362 38 $32,200 $27,000		$25,450 3				$32,000 1	
Systems Analysis						$27,990 2	$29,534 9				$33,000 2							

Curriculum - Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health	$15,680 1	$20,700 1				$31,000 1					$19,700 2		$22,000 1					
Health Sciences	$22,000 2	$12,500 2	$20,000 1	$16,000 1									$15,600 1					$10,000 1
Nursing																		
Pharmacy																	$32,273 12	
Actuarial							$24,000 1	$31,028 57 $34,000 $28,500	$16,716 5		$35,000 1		$18,513 4			$16,398 2		$23,496 1
Architectural & Environmental Design										$28,861 29 $26,400 $16,650	$27,314 7		$28,002 2			$24,498 2		
Biological	$12,000 1	$11,440 1			$20,000 1	$27,000 2			$17,625 4		$25,000 3		$19,588 9			$20,498 6	$19,564 11	$20,001 17
Chemistry						$37,000 1					$27,500 2	$27,000 1	$21,800 7			$23,530 1	$27,634 26 $33,000 $20,200	$17,667 3
Geological		$12,480 1							$25,000 1		$22,000 3					$26,187 4		$18,750 2
Mathematics (incl. Statistics)		$21,000 1			$27,284 30 $33,000 $22,000	$28,677 13	$28,097 33 $31,500 $24,600	$29,848 57 $33,300 $26,000	$19,000 1		$28,304 22 $32,000 $24,500		$24,631 18	$25,688 45 $32,388 $20,000		$23,000 1	$33,135 6	$20,210 34 $24,610 $16,800
Physics					$25,500 2	$29,700 1	$32,500 2				$28,500 4		$27,267 3				$24,475 4	$22,400 1
Other Physical & Earth Sciences	$16,305 1								$16,000 2		$16,000 1		$22,500 1					$20,130 5
Polymer Science													$33,120 1					
Textile Science													$27,091 25 $29,000 $25,200					

BACHELOR'S SUMMARY

Nontechnical Curricula	$16,674 48 $24,600 $12,700	$16,435 94 $21,500 $11,400	$16,705 32 $25,000 $12,000	$17,310 61 $21,000 $12,500	$27,230 225 $31,500 $22,000	$26,882 317 $30,900 $22,020	$27,778 100 $31,800 $24,000	$27,483 9	$15,890 9	$29,998 2	$28,094 464 $32,200 $24,500	$23,068 168 $30,000 $16,500	$21,618 2198 $27,000 $17,000	$24,338 2	$20,000 61 $23,000 $17,000	$22,650 26 $32,000 $16,000	$25,500 6	$19,288 950 $24,000 $13,525
Technical Curricula	$26,748 8	$19,278 8	$19,333 3	$16,000 1	$29,003 1987 $33,000 $24,000	$29,765 291 $34,500 $25,000	$30,112 529 $34,000 $26,000	$30,438 114 $34,000 $26,400	$26,371 153 $25,000 $15,000	$21,500 33 $26,400 $17,000	$29,242 363 $33,000 $25,800	$29,326 4	$27,348 279 $33,600 $19,500	$25,498 67 $32,388 $20,000		$22,296 21 $27,000 $17,000	$26,899 76 $33,800 $17,000	$20,211 72 $24,750 $16,000

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	365	$29,647	$28,849	2.8%	$34,500	$30,000	$24,000
MBA-Nontechnical undergraduate							
1 year or less	798	36,175	33,873	6.8	46,000	35,000	26,750
1 to 2 years	397	43,310	41,283	4.9	55,000	42,500	30,000
2 to 4 years	453	45,683	42,952	6.4	60,000	45,000	33,000
Over 4 years	341	45,683	44,529	3.0	60,000	45,000	31,500
MBA-Technical undergraduate degree							
1 year or less	174	37,737	37,102	1.7	45,000	36,000	30,000
1 to 2 years	115	48,191	44,282	8.8	55,400	50,000	37,200
2 to 4 years	234	50,355	46,921	7.3	62,500	50,000	40,000
Over 4 years	171	51,452	49,296	4.4	66,000	50,000	38,000
MS-Business	58	34,347	33,244	3.3	42,500	34,400	24,600
Economics & Finance	246	36,812	34,050	8.1	48,000	37,000	25,200
Labor/Industrial Relations (incl. Human Resources)	72	31,487	31,947	-1.4	38,500	30,000	24,000
Management Information Systems	49	33,739	32,067	5.2	39,000	33,600	28,500
Marketing/Marketing Management (incl. Marketing Research)	90	35,440	34,105	3.9	44,500	36,000	27,000
COMMUNICATIONS							
Advertising	2	24,000	+	*	*	*	*
Communications	17	27,602	23,520	*	*	*	*
Journalism	2	24,500	23,240	*	*	*	*
EDUCATION							
Education Administration	30	25,698	23,971	7.2	31,500	24,500	20,000
Elementary Education	36	22,893	22,037	3.9	26,000	23,650	19,040
Physical Education	11	27,508	12,000	*	*	*	*
Reading Education	1	22,000	16,380	*	*	*	*
Special Education	37	22,796	21,810	4.5	26,000	22,644	19,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	24,350	18,054	*	*	*	*
Letters (incl. Eng. Lit. etc)	9	22,400	24,334	*	*	*	*
Visual & Performing Arts	9	25,399	19,945	*	*	*	*
Humanities-Other	3	24,333	32,000	*	*	*	*
History	2	22,500	19,185	*	*	*	*
Political Science/Government	+	+	29,409				
Psychology	47	24,169	24,390	-0.9	32,000	22,000	18,475
Sociology	3	20,500	24,272	*	*	*	*
Social Sciences	26	26,536	26,030	1.9	32,000	26,225	22,000
ENGINEERING							
Aerospace & Aeronautical	86	36,114	34,381	5.0	40,000	36,002	32,500
Agricultural	8	37,700	32,400	*	*	*	*
Bioengineering & Biomedical	4	36,500	34,930	*	*	*	*
Chemical	152	37,862	35,952	5.3	39,800	38,280	35,000
Civil	242	32,366	30,833	5.0	37,200	32,000	28,000
Computer	55	35,748	36,760	-2.8	39,364	37,000	31,900
Electrical	405	37,526	36,215	3.6	41,600	37,800	32,250
Industrial	87	35,362	34,295	3.1	40,200	36,000	30,000
Mechanical	346	36,506	35,131	3.9	40,000	36,870	32,000
Metallurgical	38	36,792	35,039	5.0	39,300	36,660	34,000
Mining	7	39,626	31,920	*	*	*	*
Nuclear	19	36,726	34,888	*	*	*	*
Petroleum	29	38,412	38,231	0.5	42,000	38,400	35,000
Textile	2	33,510	N/A	N/A	*	*	*

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	13	$25,696	$27,753	*	*	*	*
Health Sciences	9	20,402	22,572	*	*	*	*
Nursing	2	34,900	26,780	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	13	22,839	23,835	*	*	*	*
Architectural & Environment Design	11	26,905	27,327	*	*	*	*
Biological	13	27,279	25,063	*	*	*	*
Chemistry	23	32,320	31,382	3.0 %	$35,000	$32,760	$30,000
Computer Science	266	36,849	35,690	3.2	43,000	37,000	30,000
Geological Sciences	63	33,644	31,148	8.0	39,000	36,000	25,000
Mathematics	45	30,069	30,932	-2.8	37,000	31,000	22,880
Physics	12	31,480	30,686	*	*	*	*
Polymer	9	37,098	34,137	*	*	*	*
	5,759						

Doctoral Candidates

BUSINESS							
Business Administration & Management	1	$38,000	$47,333	*	*	*	*
Computer & Information Sciences	25	54,788	49,743	10.1%	$63,400	$58,500	$42,000
Economics & Finance	3	44,000	38,060	*	*	*	*
EDUCATION							
Education Administration	43	44,900	44,168	1.7	57,000	45,000	30,000
HUMANITIES & SOCIAL SCIENCES							
English	6	30,340	24,125	*	*	*	*
Foreign Languages	+	+	25,250				
Humanities	2	26,000	N/A	N/A	*	*	*
Psychology	13	34,154	32,965	*	*	*	*
Sociology	4	32,502	27,000	*	*	*	*
Social Sciences	10	34,200	N/A	N/A	*	*	*
ENGINEERING							
Aerospace	6	48,932	49,493	*	*	*	*
Chemical	177	50,524	47,717	5.9	53,940	51,000	47,040
Civil	20	44,481	39,438	12.8	60,000	42,502	35,000
Computer	15	50,526	52,433	*	*	*	*
Electrical	84	53,147	50,482	5.3	60,000	54,250	42,000
Industrial	2	51,500	N/A	N/A	*	*	*
Mechanical	40	49,887	46,771	6.7	55,887	50,750	39,000
Metallurgical	30	47,296	48,464	-2.4	51,120	48,710	41,500
SCIENCES							
Agricultural & Natural Resources	16	38,912	43,278	*	*	*	*
Biological	2	32,500	50,000	*	*	*	*
Chemistry	145	45,356	43,147	5.1	50,000	46,000	40,800
Geology & Geological Sciences	14	38,628	33,431	*	*	*	*
Mathematics	11	42,775	45,438	*	*	*	*
Physics	17	41,486	42,263	*	*	*	*
Polymer	8	46,625	44,626	*	*	*	*
	894						

N/A - No historic data available
* Not computed for fewer than 20 offers

1989-90 CPC SALARY SURVEY PARTICIPANTS

ECPC

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research-Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Prati Institute
Regis College
Rensselaer Polytechnic University
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Willi[illegible] College
Wo[illegible]ster Polytechnic Institute

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State University
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Uninversity of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Univiersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College